

A SURVEY OF
NURSING NEEDS AND RESOURCES
IN GALLATIN COUNTY, MONTANA
COMMUNITY HEALTH INSTITUTIONS AND
AGENCIES FROM APRIL 1, 1961 TO APRIL 30, 1961

by

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A PAPER

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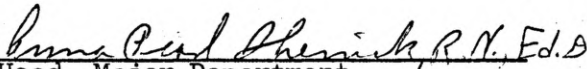
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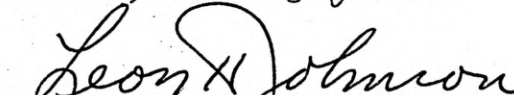
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TABLE OF CONTENTS

CHAPTER	PAGE
I. STATEMENT OF THE PROBLEM	1
A. Introduction and Review of Literature	1
B. The Problem	2
C. The Purposes of This Study	3
D. The Limitations and Assumptions of This Study	4
E. Definitions of Terms	5
II. THE RESEARCH PLAN	9
A. Collection of Data	9
B. Method of Analysis	10
III. DISCUSSION AND TABULATION OF DATA	13
A. Findings of Section I of the Questionnaire	13
Total Number of Nurses	13
Numbers of Professional and Non-Professional Nurses According to Areas of Employment	13
Number of Registered Professional Nurses in Community Health Institutions and Agencies	13
Number of Licensed Practical Nurses	17
Number of Nurse Aides According to Areas of Employment	17
Number of Full-time, Temporary Full-time and Part-time Employment	17
Professional Nurse-population Ratio	17
B. Findings of Section II of the Questionnaire	19
Educational Preparation of Registered Professional Nurse and Positions Held	19

CHAPTER

PAGE

Hospital	20
Director and Assistant Supervisor	20
Supervisors	20
Head Nurse	20
Staff Nurse	21
Public Health Department	21
Public Health Supervisor	21
Public Health Staff Nurse	23
Doctors' Offices	23
Staff Nurse	23
College Clinic	23
Head Nurse and Staff Nurse	24
Nursing Homes	24
Administrator	24
Staff Nurse	24
School of Nursing	25
Administrator	25
Instructor	25
Educational Preparation of Licensed Practical Nurses and Positions Held	26
Hospital	26
Nursing Homes	28
School of Nursing	29
Public Health Department, Doctors' Offices, and College Clinic	30

CHAPTER	PAGE
Available Nursing Personnel	30
Hospital	30
Doctors' Offices	30
Nursing Homes	31
Demands for Nurses in Specific Community Health Institutions and Agencies	31
Hospital	31
Public Health Department	31
Doctors' Offices	31
Nursing Homes	31
School of Nursing and College Clinic	32
IV. SUMMARY AND CONCLUSIONS	33
BIBLIOGRAPHY	38
APPENDIX	41
Letter for Permission to Use Questionnaire	42
Questionnaires I and II of the Nursing Resources Study from the Colorado League for Nursing	43
Letter Preceding Questionnaire Used	53
Questionnaire Used	54

LIST OF TABLES

TABLE	PAGE
I. Numbers of Professional and Non-professional Nurses According to Areas of Employment, Gallatin County, Montana, April 1, 1961 to April 30, 1961	15
II. Classification of Professional and Non-professional Nursing Personnel According to Full-time, Temporary Full-time and Part-time Employment, Gallatin County, Montana, April 1, 1961 to April 30, 1961	18
III. Educational Preparation of Hospital Employed Registered Professional Nurses According to the Positions Held, Gallatin County, Montana, April 1, 1961 to April 30, 1961	22

LIST OF FIGURES

FIGURE	PAGE
1. Percentage of the Total Nurses According to Professional and Non-professional Groupings Employed in Gallatin County, Montana, April 1, 1961 to April 30, 1961	14
2. Distribution of Registered Professional Nurses According to Community Health Institutions and Agencies in Gallatin County, Montana, during April 1, 1961 to April 30, 1961	16
3. Educational Preparation of Registered Professional Nurses in Gallatin County, Montana, April 1, 1961 to April 30, 1961	27

ABSTRACT

This study investigated the nursing needs and resources of Gallatin County, Montana during the month of April 1961. The purpose of this study was to determine the adequacy of active nurses in Gallatin County, Montana in meeting the nursing needs of community health institutions and agencies. This was done by determining the number of active nurses, their educational preparation and the positions held and comparing these findings with authoritative statements. This study investigated all active nurses, i.e., registered professional nurses, licensed practical nurses and nurse aides.

Data on which the study was based were obtained through the use of a questionnaire which was filled out by the respondents under direct supervision of the researchers.

Findings of the study revealed that the number of registered professional nurses was adequate but that a need for more licensed practical nurses existed. It was also found that not all nurses were educationally prepared for the positions they held.

CHAPTER I

STATEMENT OF THE PROBLEM

A. Introduction and Review of Literature

New and greater demands have been placed on the nursing profession during the last decade. The growing American population has become more health conscious. Because of this new awareness, health facilities have been utilized to a greater extent. Too, our population is aging, the older age-groups requiring more hospital care.¹ With new emphasis on preventive medicine, nurses are moving out of the hospital into positions in industry, public health, and office nursing. Other specialized areas such as anesthesia, physical therapy, occupational therapy, and nursing education present areas of employment for nurses.

Due to the above factors, the supply of professional nurses is not sufficient to meet the existing demands made on nursing service.² Consequently a greater number of non-professional personnel are being utilized to provide nursing care. Nursing inadequacies, both quantitative and qualitative are gaining nation-wide attention.

The nursing profession in Montana felt that data concerning the supply and demand of nurses was necessary for sound long-range planning to meet future needs. The awareness of this problem prompted the Montana League for Nursing and the Montana Nurses Association to do a state-wide

¹Western Interstate Commission for Higher Education, Nurses for the West, Colorado, 1959, p. 9.

²Jennette R. Gruener, Nursing Needs and Resources in Missouri, College of Agriculture, University of Missouri, Research Bulletin 437, (Columbia, Missouri, March 11, 1949), p. 5.

survey on nursing needs and resources at the time this Gallatin County study was conducted. Future plans to meet the needs being placed upon nursing can only be made after data revealing present conditions are collected. The writers felt it would be of value to assess existing nursing needs and resources in Gallatin County, Montana for this reason. A limited amount of information of nursing needs and resources in Montana is available on a state-wide level. However, no information is available on a county basis. It is hoped that the findings from the Gallatin County survey will be of some value in the Montana state survey. Availability of this information and design of this survey may serve as a guide in other county surveys and thereby guide action in fulfilling future nursing needs.

B. The Problem

Were the number of nurses employed in Gallatin County, Montana from April 1, 1961 to April 30, 1961 adequate to meet the nursing needs of community health institutions and agencies? From this problem, the following sub-problems emerged:

1. How did the professional nurse-population ratio in Gallatin County, Montana compare to National League for Nursing's recommended professional nurse-population ratio during the above period?

2. Were Gallatin County, Montana nurses educationally qualified as defined by the American Nurses' Association for the positions they held?

C. The Purposes of This Study

It has been determined in the Western States that the need for nursing services exceeds the available supply of nurses. There is also an existing gap between the actual educational preparation of professional nurses in the West and the recommended preparation by the profession.³ The extensive and continued employment of non-professional nursing personnel has placed professional nurses, with few exceptions, in positions where they are responsible for supervising and directing the activities of these people. In order to satisfactorily assume this responsibility, the professional nurse must be adequately prepared.

This study was concerned with six main purposes. The first was to determine the number of nurses employed in Gallatin County, Montana during the month of April, 1961. Second, the study was to determine the number of professional nurses that were needed in Gallatin County, Montana in relation to population. Third, the study attempted to ascertain whether nurses were adequately prepared educationally for the position they held during that period. Fourth, the study attempted to find the ratio of professional to non-professional nurses for a twenty-four hour period during April, 1961. Fifth, the study attempted to get an estimate of immediately available nursing personnel within Gallatin County, Montana for the month of April, 1961. The last purpose of the study was to determine if there were existing demands for nurses in any

³Nurses for the West, op. cit., p. 9.

specific community health institution or agency in Gallatin County, Montana.

The hypotheses were that the active professional nurse-population ratio in Gallatin County, Montana was within limits recommended by the National League for Nursing and that not all nurses in Gallatin County, Montana were adequately prepared educationally for the positions they held.

D. The Limitations and Assumptions of This Study

This study was limited to determining conditions in Gallatin County, Montana existing from April 1, 1961 to April 30, 1961 inclusive. It was recognized that other months of the year might reveal different conditions. The researchers made no attempt to predict future needs or resources in nursing.

No attempt was made to estimate the number of inactive nurses in Gallatin County, Montana. The writers, realizing that home nursing needs are existent within the county, have not attempted to determine the number of actively employed nurses in private homes.

Partial data collected for this study included professional nurses employed in the area of nursing education. Montana State College School of Nursing is located within Gallatin County, Montana. However, three affiliating hospitals are located in other Montana counties. Therefore, personnel employed by Montana State College but teaching in other counties have been excluded.

The criterion used in determining educational qualifications for the professional nurse included only academic preparation recognizing

that personnel can also be qualified by experience.

The researchers were unable to obtain criteria regarding the educational qualifications of nurse aides. Therefore, only educational qualifications of professional and licensed practical nurses were examined.

Certain assumptions were made concerning the collection of data and the data itself. Because data was gathered through the collaborative efforts of three individuals, the researchers realized that one's ideas and attitudes might not always have been congruous with the others. Realizing this human factor, the researchers attempted to structure the data-gathering techniques to achieve consistency. The researchers assumed that the data collected from primary sources was factual information.

E. Definition of Terms

Because terms have varied connotations to people, the researchers felt that clarification of terminology used within this study was essential. The following terms as they are used in this study are defined to eliminate misunderstanding.

Nurse

Unless otherwise specified, the term nurse includes registered professional nurses, practical nurses and nurse aides.

Registered professional nurse

A registered professional nurse is an individual who has completed the basic professional curriculum in an approved school of nursing and who through

endorsement or examination, has received licensure from the Montana State Board of Nursing. This nurse will also be referred to as a professional nurse.

Licensed Practical Nurse

A licensed practical nurse is an individual who has completed the curriculum in an approved school of practical nursing and who has, through endorsement or examination, received licensure from the Montana State Board of Nursing. Under the waiver of the Nurse Practice Act, individuals may also have received licensure for practical nursing.⁴ This nurse will also be referred to as a non-professional nurse.

Nurse Aide

A nurse aide is an individual who has had less than nine months training in a school for professional or practical nurses and with six years or less of experience caring for the sick in hospitals.⁵ This nurse will also be referred to as a non-professional nurse.

⁴"Nursing Practice Act," Laws of 1953, (Helena, Montana: Montana State Board of Nursing), reprint, pp. 13-14.

⁵Herva Simpson, "A Survey of the Functions of Auxiliary Personnel in Small Hospitals in Montana", (Unpublished technical paper, Montana State College, Bozeman, 1959), p. 9.

Active Nurse

All nursing personnel employed in community health institutions and agencies of Gallatin County, Montana at the time of this study were considered active.

Adequate

As a criterion for the term adequate, the writers used the professional nurse-population ratio as recommended by the National League for Nursing. The NLN has set a recommended minimum of 300 professional nurses per 100,000 population.⁶ This ratio was accepted as a criterion in analyzing collected data.

As criteria in determining adequacy of educational preparation for the professional nurse, the Functions, Standards and Qualifications as set forth by the American Nurses' Association were used. The only criterion used in determining the adequacy of educational preparation for the licensed practical nurse was fulfillment of the requirements as set for licensure by the Montana State Board of Nursing.

Nursing Needs

The term nursing needs was used to refer to the number of nurses required in proportion to population as well as any gap in educational preparation that existed in the positions they held.

Nursing Resources

Resources as used in this study referred to the number of active nurses (including those immediately available on call) in Gallatin County.

⁶Nurses for the West, op. cit., p. 15.

Community Health Institutions and Agencies

All community health institutions and agencies located in Gallatin County, Montana were investigated. Included were all doctors' offices, nursing homes, public health department, hospitals, clinics, and the Montana State College School of Nursing.

Full-time

Full-time personnel are those regularly employed at the present time who work 40 hours or more a week.

Temporary Full-time

Temporary full-time personnel are those employed on a temporary basis, but who work 40 hours or more at the present time. For example: A nurse who is employed while another nurse is on vacation.

Part-time

Part-time personnel are those employed less than 40 hours a week either on a regular schedule or when needed.

After examining the problem and reviewing available literature, the researchers decided a descriptive survey would be the most appropriate research plan. Chapter II discusses method of collection and analysis of data. Discussion and tabulation of data is presented in Chapter III. Chapter IV reviews the problem and research plan, and summarizes the researchers' findings along with presentation of their conclusions and recommendations.

CHAPTER II

THE RESEARCH PLAN

A. Collection of Data

After reviewing available information relating to nursing needs and resources and in line with the purposes of this study, the data necessary to do this descriptive survey were (1) the number of nurses employed in Gallatin County, Montana during the month of April, 1961; (2) the educational background of those nurses and their current positions; and (3) the number of employed professional and non-professional nurses.

Data were collected through the use of a questionnaire filled out by the respondents under supervisions of the investigators. The respondents were the individuals responsible for nursing service in the community health institutions and agencies. Through such a structured situation, the researchers felt that the possibilities of ambiguity and misunderstanding of the tool were minimized. The questionnaire used was patterned after Questionnaires I and II of the Nursing Resources Study done by the Colorado League for Nursing in 1961. Copies of these questionnaires can be found in the Appendix.

The questionnaire used was divided into 3 sections: (1) categories which related to numbers of nursing personnel on the staff; (2) categories which related to the educational preparation and current positions of nursing personnel; and (3) categories which related to the placement of nursing personnel. A copy of the questionnaire can be found in the Appendix.

Gallatin County, Montana community health institutions and agencies from which information was obtained included: all doctors' offices, nursing homes, hospitals and clinics, the school of nursing and the public health department.

A letter was composed to precede the questionnaire used to collect data. This letter was sent to all community health institutions and agencies in Gallatin County, Montana. The purposes of the letter were to explain the survey and solicit cooperation of the recipients. Following the letter, appointments were arranged for personal contacts with the recipients. Cooperation was obtained from all community health institutions and agencies with the exception of one doctors' office. A copy of the letter can be found in the Appendix.

B. Method of Analysis

The categories in Section I of the questionnaire divided the number of nurses into three groups--registered professional nurses, licensed practical nurses and nurse aides. From Section I the writers determined the total number of nurses as well as the number in each group employed in Gallatin County, Montana during April, 1961.

The findings of Section I of the questionnaire were evaluated by using the professional nurse-population ratio recommended by the National League for Nursing as a criterion.

Functions, Standards and Qualifications for Practice as developed by the American Nurses' Association were used as criteria in determining adequacy of educational preparation for positions held by the registered professional nurse in Section II A of the questionnaire.

The criterion used in determining the adequacy of educational preparation for the licensed practical nurse in Section II B of the questionnaire was "Practical Nurse Licensure in Montana", Montana State Board of Nursing, Practical Nursing Administration, (Helena, Montana, December, 1960).

Section III A of the questionnaire was used to determine the professional to non-professional nurse ratio during a selected twenty-four hour period. The morning of April 19, 1961 to the morning of April 20, 1961 was arbitrarily chosen by the researchers.

It is difficult to derive a general ratio of professional to non-professional nurses. Factors such as type of service, type of patients cared for and so on would greatly effect an optimum ratio.⁷ Too, there is no generally accepted standard of professional to non-professional nurses for those employed in areas of public health, doctors' offices, clinics (occupational health) and nursing education.⁸ For the purpose of arriving at a meaningful comparison, the researchers used as criterion for the general hospital and nursing homes, the ratio of professional to non-professional nurses as developed by a technical committee for the state survey of nursing needs and resources in Kansas done in 1958.

Section III B of the questionnaire provided data of nursing personnel available. These nurses were not actually on duty in the community

⁷Nursing Needs and Resources in Missouri, op. cit., p. 19.

⁸Ibid., p. 23.

health institutions and agencies of Gallatin County, Montana during April 1, 1961 to April 30, 1961 but provided an estimate of immediately available nursing personnel if needed (on call).

Section III C of the questionnaire revealed any existing shortage of nursing personnel as based on the opinions of the respondents.

CHAPTER III

DISCUSSION AND TABULATION OF DATA

A. Findings of Section I of the Questionnaire

Data obtained from Section I of the questionnaire revealed a total number of 151 nurses employed in community health institutions and agencies of Gallatin County, Montana during April 1, 1961 to April 30, 1961. Of the total number of 151 nurses, there were seventy-nine (52.3 percent) registered professional nurses, twelve (7.95 percent) licensed practical nurses, and sixty (39.75 percent) nurse aides. This is presented in Figure 1.

Results showed that the numbers of professional and non-professional nurses were divided according to areas of employment as follows: hospital, seventy-seven (37 professional nurses and 40 non-professional nurses); nursing homes, thirty-three (7 professional nurses and 26 non-professional nurses); doctors' offices, twenty-one (15 professional nurses and 6 non-professional nurses); school of nursing, ten professional nurses; public health department, five professional nurses; and college health clinic, five professional nurses. This is presented in Table I.

The total number of seventy-nine registered professional nurses was distributed among the community health institutions and agencies in the following manner: hospital, thirty-seven; doctors' offices, fifteen; school of nursing, ten; nursing homes, seven; college health clinic, five; and public health, five. Figure 2 shows the distribution of the numbers of registered professional nurses according to community health institutions and agencies in Gallatin County, Montana during the month of April, 1961.

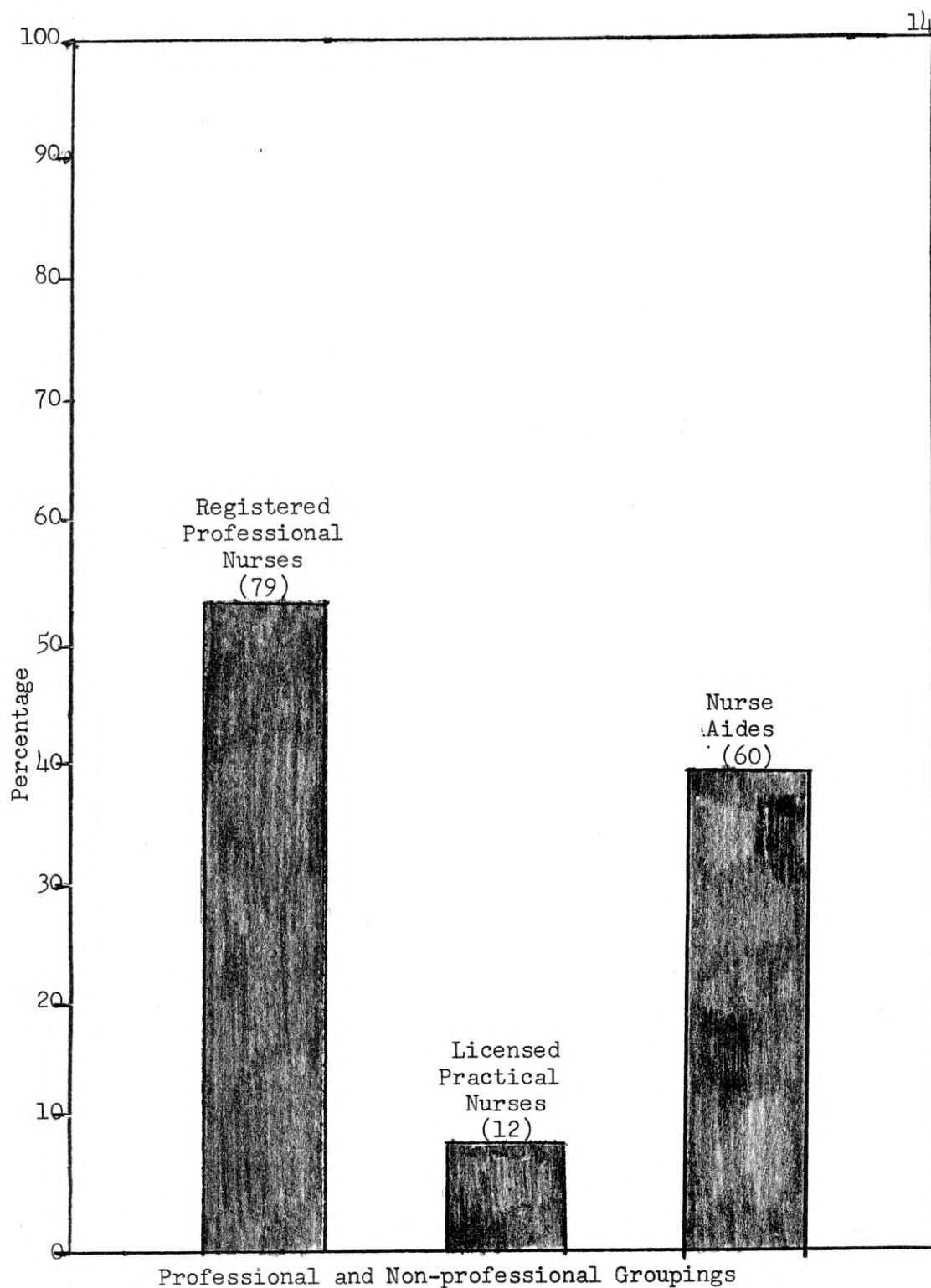


Figure 1
Percentage of the total nurses according to professional and non-professional groupings employed in Gallatin County, Montana, April 1, 1961 to April 30, 1961.

TABLE I

NUMBERS OF PROFESSIONAL AND NON-PROFESSIONAL NURSES
 ACCORDING TO AREAS OF EMPLOYMENT
 GALLATIN COUNTY, MONTANA
 APRIL 1, 1961 TO APRIL 30, 1961

Type of Personnel	Hospital	Nursing Homes	Doctors' Offices	School of Nursing	Public Health	College Clinic
Total	77	33	21	10	5	5
Professional Nurses	37	7	15	10	5	5
Non-professional Nurses	40	26	6			

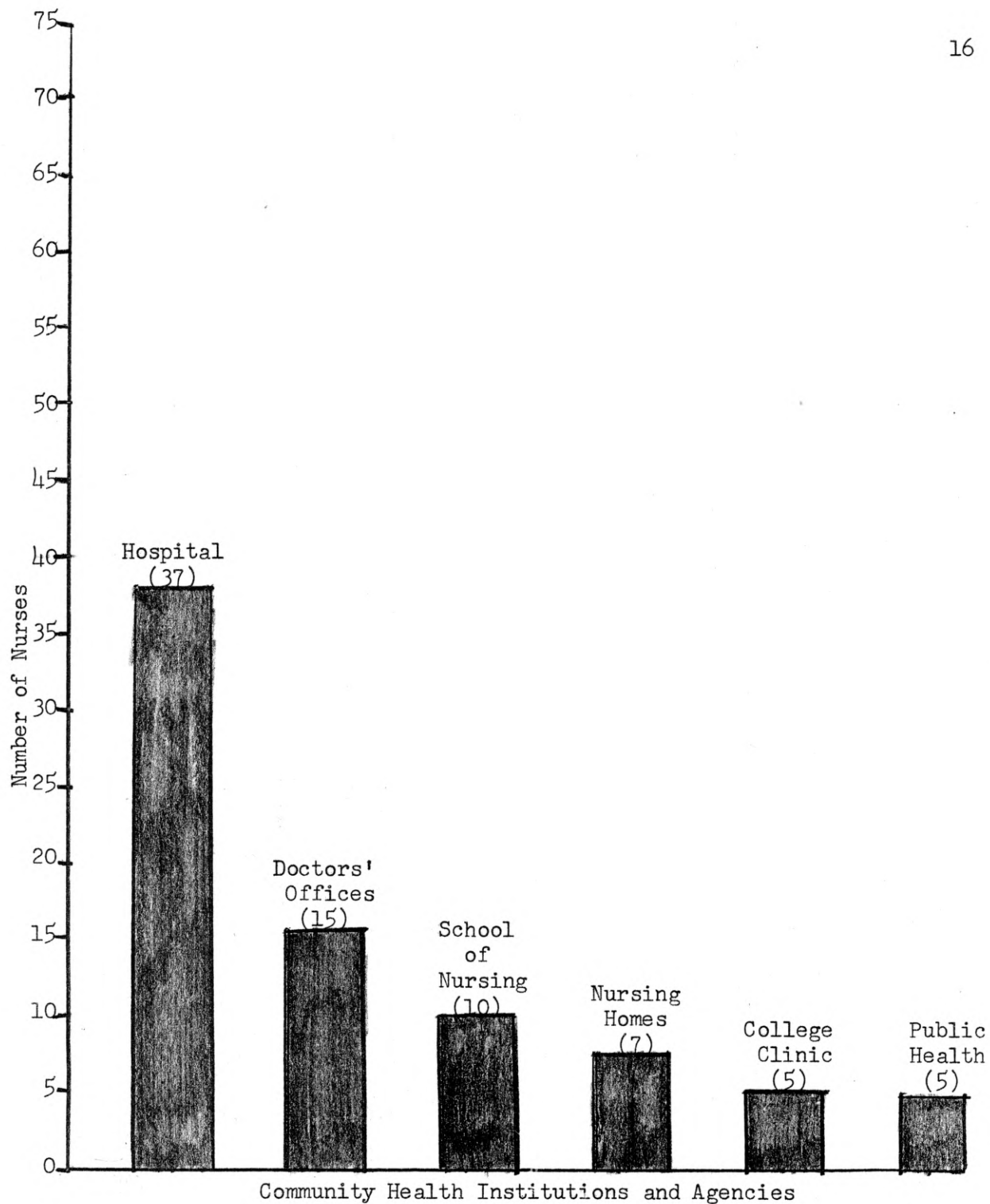


Figure 2
Distribution of registered professional nurses according to community health institutions and agencies in Gallatin County, Montana during April 1, 1961 to April 30, 1961.

The total number of twelve licensed practical nurses was distributed among the community health institutions and agencies in the following manner: hospital, eleven; and nursing homes, one.

The total number of sixty nurse aides was distributed among the community health institutions and agencies in the following manner: hospital, twenty-nine; doctors' offices, six; and nursing homes, twenty-five.

Classification according to professional and non-professional groupings of the total number of nurses, along with the number of full-time, temporary full-time and part-time employment is distributed in the following manner: (1) total full-time nurses, 120; total temporary full-time nurses, two; and total part-time nurses, twenty-nine; (2) full-time registered professional nurses, sixty-three; temporary full-time registered professional nurses, two; and part-time registered professional nurses, fourteen; (3) full-time licensed practical nurses, nine; and part-time licensed practical nurses, three; (4) full-time nurse aides, forty-eight; and part-time nurse aides, twelve. This is presented in Table II, page 18.

The writers used the professional nurse-population ratio recommended by the National League for Nursing as a criterion for comparison of the professional nurse-population ratio in Gallatin County, Montana. Based on what is considered good nursing practice today, and on today's demand for nursing services, the National League for Nursing has set 300 professional nurses per 100,000 population as a recommended minimum for

TABLE II

CLASSIFICATION OF PROFESSIONAL AND NON-PROFESSIONAL NURS-
ING PERSONNEL ACCORDING TO FULL-TIME, TEM-
PORARY FULL-TIME AND PART-TIME
EMPLOYMENT
GALLATIN COUNTY, MONTANA
APRIL 1, 1961 TO APRIL 30, 1961

Type of Personnel	Full-time ^a	Temporary full-time ^b	Part-time ^c
Total	120	2	29
Registered Nurses	63	2	14
Licensed Practical Nurses	9		3
Nurse Aides	48		12

^aFull-time personnel are those regularly employed at the present time who work forty hours or more a week.

^bTemporary full-time personnel are those employed on a temporary basis, but who work forty hours or more at the present time. For example, a nurse who is employed while another nurse is on vacation.

^cPart-time personnel are those employed less than forty hours a week either on a regular schedule or when needed.

for nursing service.⁹ This ratio is based on the assumption that an appropriate number of auxiliary nursing personnel are used for those functions that can be delegated to non-professionals working under proper professional supervision.¹⁰

The total population of Gallatin County, Montana was obtained through the Gallatin County Clerk and Recorder's Office, Bozeman, Montana. The 1960 county population census revealed a total number of 25,773 people. This number included Montana State College's student population.

Data revealed the professional nurse-population ratio of Gallatin County, Montana during April, 1961 to be seventy-nine professional nurses per 25,773 population. The professional nurse-population ratio in this study was based on the total number of registered professional nurses, not on the full-time equivalent. Therefore the ratio does not reflect the number of hours worked by a given nurse. The professional nurse-population ratio tends to be inflated by this factor.

B. Findings of Section II of the Questionnaire

Educational preparation of registered professional nurses along with the positions they held were obtained from Section II A of the questionnaire.

Using Functions, Standards and Qualifications for Practice as developed by the American Nurses' Association as criteria in determining

⁹Nurses for the West, op. cit., p. 15.

¹⁰Ibid., p. 15.

adequacy of educational preparation for positions held by the registered professional nurse, data within each area of employment, i.e., hospital, public health department, doctors' offices, college clinic, nursing homes and school of nursing, revealed the following results:

Hospital

Director and Assistant Director of Nursing Service. It is recommended that directors of nursing service have "advanced educational preparation. . . with a master's degree in nursing service administration."¹¹

Data obtained from the hospital located in Gallatin County, Montana revealed that the director of nursing service held a baccalaureate degree in nursing. The assistant director of nursing service, employed half-time in that capacity and half-time as a clinical instructor, held a master's degree in nursing.

Supervisors. It is recommended that supervisors of nursing service have "advanced educational preparation. . . with a baccalaureate degree in nursing."¹²

Data obtained from the hospital located in Gallatin County, Montana revealed that the three supervisors held diplomas in nursing.

Head Nurse. It is recommended that head nurses have "additional

¹¹American Nurses' Association, Functions, Standards and Qualifications for Practice, (New York: American Nurses' Association, 1959), p. 13.

¹²Ibid., p. 15.

educational preparation" beyond graduation from a professional school of nursing.¹³

Data obtained from the hospital located in Gallatin County, Montana revealed that of the four head nurses, one head nurse held a baccalaureate degree in nursing and three head nurses held nursing diplomas.

Staff Nurse. It is recommended that staff nurses be graduates of a professional school of nursing.¹⁴

Data obtained from the hospital located in Gallatin County, Montana revealed that of the twenty-eight professional staff nurses, one staff nurse held a master's degree in nursing, five staff nurses held baccalaureate degrees in nursing and twenty-two staff nurses held diplomas in nursing.

Educational preparation of hospital employed registered professional nurses according to the positions held is shown in Table III.

Public Health Department

Public Health Supervisor. It is recommended that the public health supervisor holds "a master's degree with a major in supervision in a special field; or a master's degree in public health from a university program approved by the American Public Health Association or a bachelor's degree from a university program approved by the National League for Nursing for beginning public health nurse positions which included or was supplemented by academic preparation in supervision."¹⁵

¹³Ibid., p. 12.

¹⁴Ibid., p. 9.

¹⁵American Nurses' Association, op. cit., p. 32.

TABLE III

EDUCATIONAL PREPARATION OF HOSPITAL EMPLOYED REGISTERED
PROFESSIONAL NURSES ACCORDING TO THE POSITION HELD
GALLATIN COUNTY, MONTANA
APRIL 1, 1961 TO APRIL 30, 1961

Positions Held	Number Holding Position	Diploma	Baccalau- reate	Masters	Doctorate
Director of nursing service	1		1		
Assistant Director of nursing service	.5*			.5	
Supervisor	3	3			
Head nurse	4	3	1		
Staff nurse	28	22	5	1	
Clinical instructor	.5			.5	

*Individuals shown as fractional parts indicate that the individuals have responsibilities in more than one position.

Data obtained from the public health department in Gallatin County, Montana revealed that the public health supervisor held a diploma in nursing.

Public Health Staff Nurse. It is recommended that the public health staff nurse holds "a baccalaureate degree from a university program in nursing approved by the National League for Nursing for public health nursing preparation."¹⁶

Data revealed that of the four public health staff nurses in Gallatin County, Montana, one public health staff nurse held a master's degree in nursing and three public health staff nurses held baccalaureate degrees in nursing.

Doctors' Offices

Staff Nurse. It is recommended that an office nurse be "a graduate from a professional school of nursing".¹⁷

Data obtained from doctors' offices located in Gallatin County, Montana indicated that three office nurses held baccalaureate degrees in nursing and twelve office nurses held diplomas in nursing. No information was obtainable from the office of one doctor because he did not desire to participate in the survey.

College Clinic (Occupational Health)

This area was designated as occupational health because it is a

¹⁶Ibid., p. 32.

¹⁷Ibid., p. 24.

central student health service.¹⁸

Head Nurse and Staff Nurse. It is recommended that head nurses and staff nurses in occupational health nursing be graduates from a professional school of nursing.¹⁹

Data obtained from Montana State College Clinic revealed that one head nurse and one staff nurse held baccalaureate degrees in nursing and three staff nurses held diplomas in nursing.

Nursing Homes (Institutional Nursing Service)

Administrator. It is recommended that the administrator of a nursing home have a master's degree in nursing service administration.²⁰

Data obtained from the five nursing homes in Gallatin County, Montana revealed that two professional nurse administrators hold diplomas in nursing. The other three nursing home administrators were non-professional nurses.

Staff Nurse. It is recommended that staff nurses employed in nursing homes be graduates of a professional school of nursing.²¹

Data obtained from two nursing homes in Gallatin County, Montana indicated employment of five professional staff members who held diplomas in nursing. Three of the five nursing homes employed no professional nurses.

¹⁸Ibid., p. 18.

¹⁹Ibid., p. 22.

²⁰Ibid., p. 13.

²¹Ibid., p. 9.

School of Nursing

Administrator. It is recommended that the administrator of a school of nursing with a master's program hold a doctor's degree in administration of nursing education.²²

Data collected from Montana State College School of Nursing showed that one and one-fourth administrators held doctor's degree (a fractional part of an individual results from one individual having both administrative and instructional responsibilities).

Instructor. It is recommended that instructors in a school of nursing hold a master's degree.²³

Data collected from Montana State College School of Nursing showed that three-fourths of one instructor held a doctor's degree and seven instructors held master's degrees (a fractional part of an individual results from one individual having both administrative and instructional responsibilities). One instructor held a baccalaureate degree in nursing.

Educational preparation of all the registered professional nurses in Gallatin County, Montana revealed the following:

Doctor's Degree	2
Master's Degree	10
Baccalaureate Degree	16
Diploma in Nursing	51

Educational preparation of registered professional nurses in Gallatin

²²Ibid., p. 4.

²³Ibid., p. 5.

County, Montana is represented in Figure 3.

Educational preparation of licensed practical nurses along with the positions they held were obtained from Section II B of the questionnaire.

Standards of educational preparation as set forth by the Montana State Board of Nursing was used as criteria in determining adequacy of preparation for the positions they held.

Licensed practical nurses in Gallatin County, Montana were found to be employed in two areas, i.e., the hospital and nursing homes.

In order to obtain licensure for practical nursing, the candidate must hold a diploma from an approved school of practical nursing. Until July 1, 1955, candidates could be licensed in Montana under the section of law which waived graduation from an approved school of practical nursing.²⁴

The Practical Nursing Administration of the Montana State Board of Nursing states that the practical nurse is one "who assists the professional nurse in a team relationship . . ." and "works under the direct supervision of a registered nurse . . .".²⁵

Data collected revealed the following:

Hospital

A total of eleven licensed practical nurses were found to be

²⁴Montana State Board of Nursing, Practical Nursing Administration, "Practical Nurse Licensure in Montana", (Helena, Montana, December, 1960), p. 1. (Mimeographed).

²⁵Ibid., p. 1.

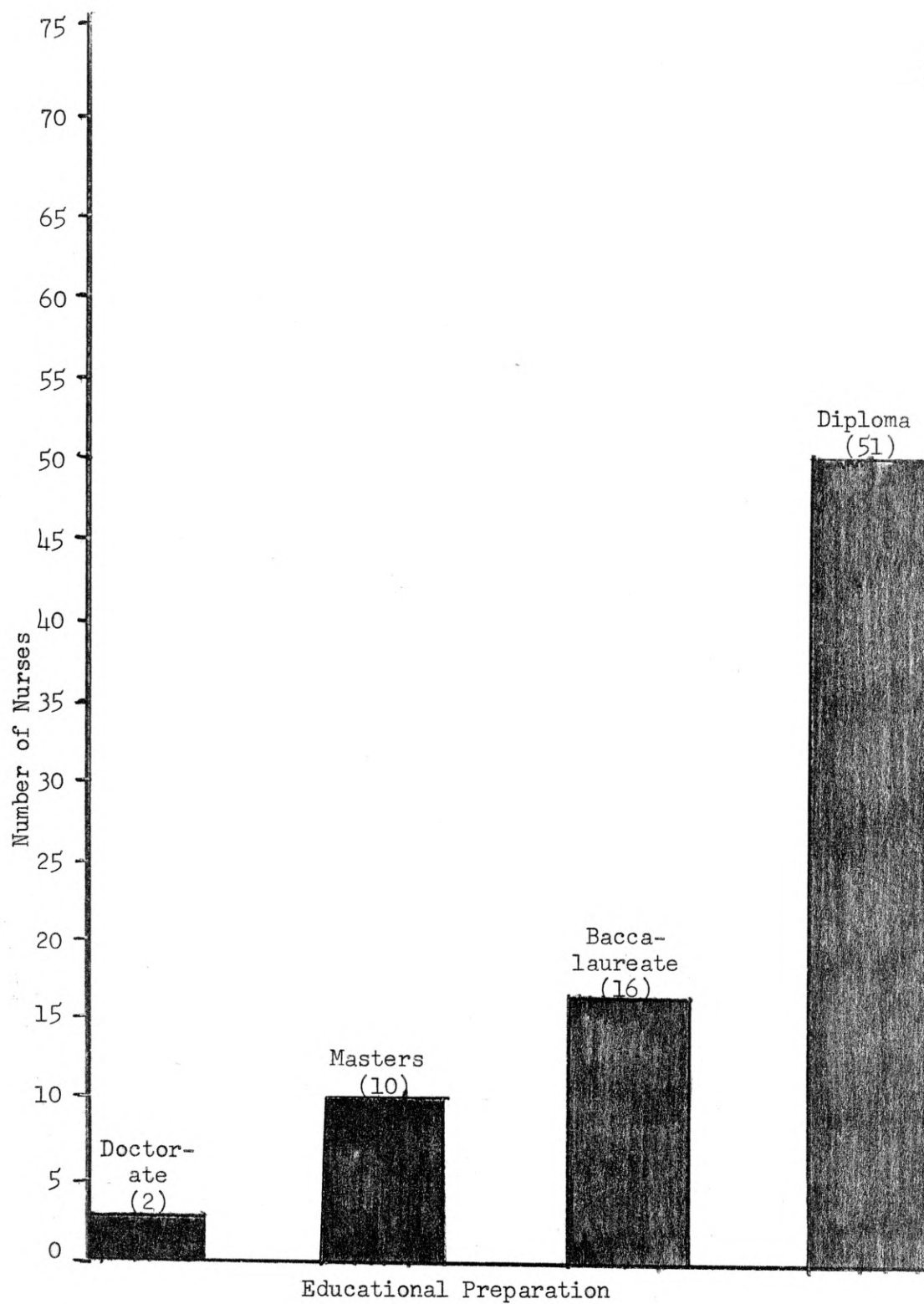


Figure 3
Educational preparation of registered professional nurses in
Gallatin County, Montana, April 1, 1961 to April 30, 1961.

employed as staff nurses in the hospital in Gallatin County, Montana. Four of these practical nurses were licensed to practice by waiver. Seven were licensed following graduation from an approved school of practical nursing.

Nursing Homes

Within the five nursing homes located in Gallatin County, Montana, one licensed practical nurse was employed. That nurse was licensed by waiver and was employed as the administrator of the nursing home.

C. Findings of Section III of the Questionnaire

Section III A of the questionnaire was used to determine the professional to non-professional nurse ratio during a selected twenty-four hour period (morning of April 19, 1961 to the morning of April 20, 1961). Data revealed the following results:

Hospital

The recommended ratio in a general hospital is two professional to three non-professional nurses.²⁶

Data obtained from the hospital located in Gallatin County, Montana revealed that twenty-four professional nurses and twenty-one non-professional nurses were on duty during the twenty-four hour period selected. This is a ratio of eight professional to seven non-professional nurses.

²⁶Carmelita F. Smith, "Survey Report of the Nursing Needs and Resources in Kansas", Committee to Study Nursing Needs and Resources in Kansas, (Topeka, Kansas, 1958), p. 207.

Nursing Homes

The recommended ratio in a nursing home is one professional nurse to nine non-professional nurses.²⁷

Two of the five nursing homes in Gallatin County, Montana employed professional nurses. Data revealed that in one nursing home two and one-half professional nurses and seven non-professional nurses were on duty during the twenty-four hour period selected (a fractional part of an individual indicated that that nurse worked four hours or less during the selected twenty-four hour period). This is a ratio of one professional to two and two-fifths non-professional nurses. In the other nursing home employing professional nurses, data revealed that two and one-half professional nurses and three non-professional nurses were on duty during the selected twenty-four hour period. This is a ratio of one professional to one and one-fifth non-professional nurses.

School of Nursing

In a school of nursing "it is held that the individual functioning in an educational setting, whether the responsibilities be primarily administrative or instructional, shall have preparation in advance of that which will be achieved by the learner upon completion of the program."²⁸

Data collected from Montana State College School of Nursing

²⁷Ibid., p. 208.

²⁸American Nurses' Association, op. cit., p. 4.

revealed that ten professional nurses were employed. No non-professional nurses were employed in this area.

Public Health Department, Doctors' Offices, and College Clinic

There is no generally accepted standard of professional to non-professional nurses for those employed in the areas of public health, office, and occupational health nursing.²⁹

Section III B of the questionnaire provided data concerning available nursing personnel. These nurses were not actually on duty in the community health institutions and agencies of Gallatin County, Montana during April 1, 1961 to April 30, 1961 but provided an estimate of immediately available nursing personnel if needed or those on call.

Data obtained revealed that only three community health institutions and agencies in Gallatin County, Montana had immediately available personnel if needed. Those were the hospital, doctors' offices and nursing homes.

Hospital

Data revealed that thirteen registered professional nurses were immediately available to the hospital in addition to seven licensed practical nurses and nine nurse aides.

Doctors' Offices

Data revealed that seven registered professional nurses were available on an "on call" basis.

²⁹Greuner, op. cit., p. 19.

Nursing Homes

Data revealed that seven registered professional nurses were available on an "on call" basis.

In Section III C of the questionnaire, existing demands for nurses in specific community health institutions and agencies in Gallatin County, Montana during April, 1961 were indicated through the opinion of the respondents in each area. Data revealed the following:

Hospital

Data obtained from the hospital in Gallatin County, Montana revealed that two additional registered professional nurses would have been employed at that time if the funds were available. Two licensed practical nurses and one nurse aide would have been employed at that time if personnel were available.

Public Health Department

Data obtained from the public health department in Gallatin County, Montana revealed that two registered professional nurses would have been employed at that time if the funds were available.

Doctors' Offices

Data obtained from one doctor revealed need for one registered professional nurse if personnel were available at that time. The respondent stated that no available professional nurse met his desired qualifications.

Nursing Homes

Data obtained from the five nursing homes in Gallatin County, Montana indicated need for four registered professional nurses if the

personnel were available. If the funds were available, an additional eight registered professional nurses would be employed. Five licensed practical nurses would be employed if the personnel were available. If the funds were available, five additional licensed practical nurses would be employed. Three nurse aides would be employed in this area if the personnel were available. If the funds were available, seven additional nurse aides would be employed.

School of Nursing and College Clinic

Both the Montana State College School of Nursing and Montana State College Clinic indicated that there was no need for additional personnel at that time.

CHAPTER IV

SUMMARY AND CONCLUSIONS

The problem which this study investigated was stated: Were the number of nurses employed in Gallatin County, Montana from April 1, 1961 to April 30, 1961 adequate to meet the nursing needs of community health institutions and agencies?

This study was concerned with six main purposes. The first was to determine the number of nurses employed in Gallatin County, Montana during the month of April, 1961. Second, the study was to determine the number of professional nurses that were needed in Gallatin County, Montana in relation to population. Third, the study attempted to ascertain whether nurses were adequately prepared educationally for the positions they held during that period. Fourth, the study attempted to find the ratio of professional to non-professional nurses for a twenty-four hour period during April, 1961. Fifth, the study attempted to get an estimate of immediately available nursing personnel within Gallatin County, Montana for the month of April, 1961. The last purpose of the study was to determine if there were existing demands for nurses in any specific community health institution or agency in Gallatin County, Montana.

Data necessary to do this descriptive survey were collected through the use of a questionnaire filled out by the respondents under direct supervision of the investigators. Gallatin County, Montana community health institutions and agencies from which information was obtained included doctors' offices, nursing homes, hospitals and clinics, school of nursing and the public health department. Information was obtained from all Gallatin County, Montana community health institutions

and agencies with the exception of one doctor who did not desire to participate in the survey.

From the survey it was found that 151 nurses were employed in Gallatin County, Montana community health institutions and agencies during April, 1961. Of the 151 nurses, seventy-nine were registered professional nurses. Results showed that the active professional nurse-population ratio in Gallatin County, Montana during April 1, 1961 to April 30, 1961 to be within limits recommended by the National League for Nursing. Gallatin County, Montana's professional nurse-population ratio was 306.5 professional nurses per 100,000 population as compared to the National League for Nurses' recommended 300 professional nurses per 100,000 population. Although the ratio of 300 nurses per 100,000 population has been recommended by the nursing profession as a reasonable minimum for today's health needs, the ratio of 350 nurses per 100,000 population is considered more acceptable.³⁰ The writers recommend that both county and state active professional nurse-population ratios be periodically studied so that necessary planning may be done to keep the active nurse-population ratio within acceptable standards.

Findings indicated that inadequacies in educational preparation existed. Results showed these inadequacies existing primarily in administrative positions. It was also found, however, that several professional staff nurses were educationally prepared beyond the recommended minimum for the positions they held. This existing condition warrants

³⁰Nurses for the West, op. cit., p. 29.

further study to determine why nurses with higher educational preparation are not fulfilling the positions for which they are prepared. Perhaps this is an indication that educational standards for professional nurses should be raised.

The professional to non-professional nurse ratio was found in each community health institution and agency in Gallatin County, Montana. The writers were able to obtain recommended ratios for only two areas (hospitals and nursing homes). In those institutions employing professional nurses, results showed that a greater number of professional nurses were employed in proportion to the number of non-professional nurses than the recommended ratio. It was found that three of the five nursing homes in Gallatin County, Montana employed no professional nurses. More professional to non-professional nurses than the recommended ratio indicates that professional nurses are performing functions that could be done by less experienced, less expensive help.³¹ Conversely, this may be an indication that better nursing care is being given in those situations. For economic reasons this condition might be worthy of further investigation.

Determining the total number of nurses immediately available to specific community health institutions and agencies was significant in that nursing resources in Gallatin County, Montana were revealed. Data obtained revealed that only three community health institutions and agencies in Gallatin County, Montana had immediately available personnel

³¹ John R. McGibony, Principles of Hospital Administration, (New York: G. P. Putnam and Sons, 1952), p. 398.

if needed. Those were the hospital, doctors' offices and nursing homes. This information in addition to a survey of inactive nurses available in Gallatin County, Montana would provide valuable information for civil defense planning.

Existing demands for nurses in Gallatin County, Montana during April, 1961 were brought to light in this study. It was found that demands for nurses existed either because personnel were not available or because sufficient funds were not available to employ additional personnel. The two most apparent nursing needs in Gallatin County, Montana during April 1961 were (1) the need for more registered professional nurses; and (2) the need for more licensed practical nurses. These nursing needs were most apparent in the nursing homes. The fact that the demand for nurses in nursing homes is so acute compared to all other community health institutions and agencies indicated that further study should be done in this area.

The hypotheses of this study were that the active professional nurse-population ratio in Gallatin County, Montana was within limits recommended by the National League for Nursing and that not all nurses in Gallatin County, Montana were adequately prepared educationally for the positions they held. Findings substantiated the hypothesis that the active professional nurse-population ratio in Gallatin County, Montana was within limits recommended by the National League for Nursing. Findings indicated that educational inadequacies existed primarily in administrative positions. These findings substantiated the hypothesis that not all nurses in Gallatin County, Montana were adequately prepared

educationally for the positions they held.

Only after studying existing conditions of nursing needs and resources can sound long-range planning to meet future nursing needs be made. . Although this survey was done in only one county, it is hoped that it will be of some value to a state-wide survey in Montana and that the research plan of this study may serve as a guide in other county surveys thereby guiding action in fulfilling future nursing needs.

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APPENDIX

C
O
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Y

School of Nursing
Montana State College
Bozeman, Montana
February 28, 1961

Mrs. Henrietta A. Loughran
Dean of the School of Nursing
University of Colorado
Boulder, Colorado

Dear Mrs. Loughran:

We are Nursing Students at Montana State College in the Master of Nursing program. As a partial requirement for our degrees, we are conducting a Survey of Nursing Needs and Resources in Gallatin County, Montana.

We have reviewed a copy of Questionnaire II regarding the Nurse Resources Study as developed by the Colorado League for Nursing. The three of us feel this questionnaire is valuable and would aid us in our present survey. We would appreciate your permission to use the questionnaire, making minor changes adapted to our particular study.

Thank you for your time and help.

Sincerely yours,

Mrs. Eireen Boespflug

Mrs. Caryl Noel

Mary Lou Van Dyke

Dear Mrs. Loughran:

The faculty and students at Montana State College School of Nursing are finding the information and questionnaire regarding the nursing resources study in Colorado very useful. Your assistance is very much appreciated.

Sincerely yours,

Anna Pearl Sherrick, R.N., Ed.D.
Director, School of Nursing

WESTERN COUNCIL ON HIGHER EDUCATION FOR NURSING
Colorado League for Nursing
in cooperation with
Colorado Hospital Association

Nursing Resources Study
Questionnaire I

Name of Hospital _____ Address _____

Read the entire questionnaire before answering any questions.

SECTION I. NURSING PERSONNEL PRESENTLY ON STAFF

Directions: Indicate the number of persons presently employed in each of the following categories. Mark "0" when none are employed. Include nursing personnel on vacations and on leaves of absence.

- Definitions:**
1. Full-Time personnel are those regularly employed at the present time who work 40 hours or more a week.
 2. Temporary Full-Time personnel are those employed on the temporary basis but who work 40 hours or more a week at the present time.
For example: A nurse who is employed while another nurse is on vacation.
 3. Part-Time personnel are those employed less than 40 hours a week either on a regular schedule or when needed.

		Number of Registered Nurses	Number of Practical Nurses
A. Nursing Administrators. For Example: nurse administrator of hospital, director of nursing, assistant directors of nursing, supervisors (in charge of one or more head nurse units).	Full-Time		
	Temporary Full-Time		
	Part-Time		
B. Head Nurses. The nurse in charge of a patient care unit (ward, floor), operating room, out-patient dept.	Full-Time		
	Temporary Full-Time		
	Part-Time		
C. Staff Nurses. Include general duty nurses, operating room nurses, ob. nurses, etc.	Full-Time		
	Temporary Full-Time		
	Part-Time		

D. Other Registered Nurses or Practical Nurses who are neither giving nursing care nor are on the nurse administrative staff. For example: Nurses working in admissions, record room, anesthesia, reception, occupational therapy, physical therapy, etc.

Full-Time
Temporary Full-Time
Part-Time

E. Total

F. Ancillary Personnel, Include all nursing service personnel giving patient care who are neither Registered Nurses nor Practical Nurses. For example: nurse aides, orderlies, attendants, "undergraduate" nurses. (Do not include housekeeping personnel and volunteers even though they may assist with patient care.)

Full-Time
Temporary Full-Time
Part-Time

G. Ward Clerk and/or Ward Secretaries

Full-Time
Temporary Full-Time
Part-Time

H. Nursing Students assigned to the hospital at the present time.

Professional nursing students
Practical nursing students
Nurse aide trainees

SECTION II. PREPARATION OF NURSING PERSONNEL

Directions: Indicate the total number of registered nurses and practical nurses employed according to the highest level of preparation attained. Count each nurse in only one category. Include full-time, part-time, and temporarily employed nurses. The totals should be the same as on the previous page.

A. Registered Nurses

Number of registered nurses with a diploma
Number of registered nurses with a bachelor's degree
a. With a major in nursing
b. With a non-nursing major
c. Major subject not known

Number of registered nurses with a master's degree

- a. With major in nursing
- b. With a non-nursing major
- c. Major subject not known

Total

B. Practical Nurses

Number of practical nurses without licenses

Number qualified by waiver or examination
 but not graduated from practical nurse
 school

Number graduated from practical nurse school

Total

SECTION III. PLACEMENT OF NURSING PERSONNEL

The following section of the questionnaire deals with the placement of nursing personnel in the hospital on March 15, 1961. The nursing personnel have been divided into three categories of work placement. "A" Category includes the personnel who work on nursing units (wards, floors); "B" Category includes the personnel who work in operating room, emergency, out-patient department and the nursing office, including supervisors; "C" Category includes nursing personnel who work in all other sections of the hospital.

- Directions:
1. Indicate the total number of nursing personnel working each shift in the appropriate location for a 24-hour period starting in the morning March 15, 1961 to the morning of March 16, 1961. No person is to be included who has a day off, is on vacation or is ill.
 2. Count any person working over four hours as one (1) person.
 3. Count any person working 4 hours or less as a half ($\frac{1}{2}$) person. For example: " $1\frac{1}{2}$ " means one person worked the full shift and another worked four hours or less.
 4. Personnel working a split shift should be counted as a half ($\frac{1}{2}$) person on each shift they worked.
 5. Include head nurses of nursing care units under registered nurses or practical nurses as is the case.

A Category: Personnel assigned to all nursing care units (wards, floors) where bedside care was given on March 15, 1961.

	Number on Days	Number on Evenings	Number on Nights
1. Registered Nurses (do not include private duty)			
2. Practical Nurses (do not include private duty)			
3. Ancillary Nursing Personnel (see Section I for example)			
4. Nursing students assigned to patient care (include professional and practical nursing students)			
5. Volunteers (Gray Ladies, JUG's, etc., who work without pay assisting with patient care)			
6. Private Duty Nurses			
Registered Nurses			
Practical Nurses			

B. Category: Personnel assigned to operating room, emergency, out-patient department nursing staff on March 15, 1961.

	Number on Days	Number on Evenings	Number on Nights
1. Registered Nurses			
2. Practical Nurses			
3. Ancillary Nursing Personnel			
4. Nursing Students			
5. Volunteers			

- C. Category: Personnel assigned to central supply, admissions, anesthesia, occupational therapy, physical therapy, record room, reception, etc., on March 15, 1961.

	Number of Days	Number on Evenings	Number on Nights
1. Registered Nurses			
2. Practical Nurses			
3. Other (specify)			

The census of the hospital at 11:59 p.m. on March 15, 1961 was _____ patients.

At 11:59 p.m. on March 15, 1961 the total number of beds set up for in-patient care (complement) was _____.

SECTION IV. SUPPLEMENTATION OF NURSING STAFF

- A. How many unfilled positions do you have on your staff for which funds are available?

Number of registered nurse positions _____
 Number of practical nurse positions _____
 Number of other nursing personnel positions _____

- B. If the funds and personnel were available in your community, how many additional personnel would you employ at this time?

Number of registered nurses _____
 Number of practical nurses _____
 Number of other nursing personnel _____

- C. Check which of the following methods you use to supplement your nursing staff.

_____ The hospital employs private duty nurses to work staff duty.

_____ The hospital requests that the patient employ private duty nurses.

_____ The hospital employs private duty nurses to care for acutely ill patients who cannot afford the expense of private duty care.

_____ The hospital calls in part-time nursing personnel.

_____ The relatives of an individual patient are encouraged to assist with his care. For example: sitting with a helpless patient, feeding a patient, etc.

_____ The hospital makes an appeal for volunteers from the community.

_____ Other (specify)

If you were unable to understand portions of this questionnaire and doubt if you filled it out correctly, will you please state below.

Please return promptly to:

Colorado League for Nursing
Main Post Office, Box 2115
Denver 1, Colorado

WESTERN COUNCIL ON HIGHER EDUCATION FOR NURSING
Colorado League for Nursing
in cooperation with
Colorado Hospital Association

Nursing Resources Study
Questionnaire II

Name of Institution _____

Address _____

Read the entire questionnaire before answering any questions.

SECTION I. NURSING PERSONNEL PRESENTLY ON STAFF

Directions: Indicate the number of persons presently employed in each of the following categories. Include nursing personnel on vacations and leaves of absence.

- Definitions:
1. Full-Time personnel are those regularly employed at the present time who work 40 hours or more a week.
 2. Temporary Full-Time personnel are those employed on a temporary basis, but who work 40 hours or more at the present time. For example: a nurse who is employed while another nurse is on vacation.
 3. Part-Time personnel are those employed less than 40 hours a week either on a regular schedule or when needed.

A. Registered Nurses:

Number Full-Time _____
Number Temporary Full-Time _____
Number Part-Time _____

B. Licensed Practical Nurses:

Number Full-Time _____
Number Temporary Full-Time _____
Number Part-Time _____

- C. Other Nursing Personnel. This will include non-licensed practical nurses, Nurses Aides, Orderlies, "Undergraduate" nurses, Attendants, Nursing Assistants, etc., who give care to patients. Do not include Housekeeping personnel or Volunteers even though they may assist with patient care.

Number Full-Time _____
Number Temporary Full-Time _____
Number Part-Time _____

SECTION II. PREPARATION OF NURSING PERSONNEL

Directions: Indicate the total number of the Registered Nurses and practical nurses employed according to the highest level of preparation attained. Count each nurse in only one category. Include full-time, part-time, and temporarily employed nurses.

A. Registered Nurses

Number with Diploma	Number with Bachelor's Degree with Major in Nursing	Number with Master's Degree with Major in Nursing

B. Practical Nurses

Number not Licensed	Number qualified by waiver or exam but not graduated from practical nurse school	Number graduated from practical nurse school

SECTION III. PLACEMENT OF NURSING PERSONNEL

- Directions:
1. Fill in the total number of personnel actually on duty in the institution for specific shifts for a 24-hour period starting in the morning of August 17, 1960 to the morning of August 18, 1960.
 2. Count any person working over 4 hours as one (1) person.
 3. Count any person working 4 hours or less as a half ($\frac{1}{2}$) person.
 4. Personnel working a split shift should be counted as a half ($\frac{1}{2}$) person on each shift they worked.

A. Personnel on duty: Include only those who assisted with patient care.

	Number on Day Duty	Number on Evening Duty	Number on Night Duty
1. Registered Nurses			
2. Licensed Practical Nurses			
3. Nursing students (Professional and Practical)			
4. Other Nursing Personnel (see Sec. I for examples)			
5. Volunteers. Those who work without pay, such as Grey Ladies, JUG's, Women's Hospital Auxiliary			

- B. On Call Status. This means nursing personnel who were not actually on duty in the institution for the particular shift, but who were immediately available if needed. For example: "On Call" for O.R.; "On Call" for Emergency.

	Number of Registered Nurses	Number of Licensed Practical Nurses	Number of Others (specify)
Days			
Evenings			
Nights			

- C. The midnight census for August 17, 1960 was _____.
- D. The number of beds set up for in-patient care (complement) is _____.

SECTION IV. SUPPLEMENTATION OF NURSING STAFF

	Number of R.N.'s	Number of L.P.N.'s	Number of Other Nursing Personnel
A. How much personnel would you employ at this time if the personnel were available?			
B. How much personnel would you employ at this time if the funds were available?			

- C. Check which of the following methods you use to supplement your nursing staff.
- _____ The institution employs private duty nurses to work staff duty.
- _____ The institution requests that the patient employ private duty nurses.
- _____ The institution employs private duty nurses to care for acutely ill patients who cannot afford the expense of private duty care.
- _____ The institution calls in part-time nursing personnel.
- _____ Relatives of an individual patient are encouraged to assist with his care. For example, sitting with a helpless patient, feeding a patient, etc.

_____ The institution makes an appeal for Volunteers from the community.

_____ Other (specify)

If you were unable to understand portions of this questionnaire and doubt if you filled it out correctly, will you please state below.

Return to: Colorado League for Nursing
Main Post Office Box 2115
Denver 1, Colorado

C
O
P
Y

MONTANA STATE COLLEGE
Bozeman

School of Nursing

May 2, 1961

Dear

We are nursing students at Montana State College in the Master of Nursing program. As a partial requirement for our degrees, we are conducting a survey of Nursing Needs and Resources in Gallatin County, Montana.

In an effort to assess Gallatin County's present nursing resources, we are personally contacting every health agency and institution located within Gallatin County. We feel that securing information concerning presently employed personnel in the nursing field will aid in future planning for an adequate supply of nurses in Gallatin County.

We would greatly appreciate your assistance and cooperation in providing information for us. A questionnaire covering the employment period from April 1, 1961 to April 30, 1961 has been formulated. We would like a few minutes of your time to go through this questionnaire with you. We will be contacting you within the next few weeks to arrange a convenient time for the purpose of going through this questionnaire.

Thanking you for your assistance, we are,

Sincerely,

Eileen Boespflug, R.N.

Caryl Noel, R.N.

Mary Lou Van Dyke, R.N.

The faculty and staff of Montana State College School of Nursing appreciate your assistance as this study should aid in determining a basis for planning for nursing care in Gallatin County.

Anna Pearl Sherrick, R.N., Ed.D.
Director, School of Nursing

MONTANA STATE COLLEGE SCHOOL OF NURSING

Nursing Needs and Resources
in
Gallatin County, Montana

Name of Institution or Agency _____

Address _____

Section I. Nursing Personnel on Staff

Direction: Indicate the number of persons employed from April 1, 1961 to April 30, 1961 in each of the following categories. Include nursing personnel on vacations, leaves of absence and private duty.

- Definitions:
1. Full-Time personnel are those regularly employed at the present time who work 40 hours or more a week.
 2. Temporary Full-Time personnel are those employed on a temporary basis, but who work 40 hours or more at the present time. For example: A nurse who is employed while another nurse is on vacation.
 3. Part-Time personnel are those employed less than 40 hours a week either on a regular schedule or when needed.

A. Registered Nurses:

Number Full-Time _____
Number Temporary Full-Time _____
Number Part-Time _____

B. Licensed Practical Nurses:

Number Full-Time _____
Number Temporary Full-Time _____
Number Part-Time _____

- C. Other Nursing Personnel: This will include non-licensed practical nurses, nurse aides, orderlies, attendants, nursing assistants, etc., who give care to patients. Do not include housekeeping personnel or volunteers even though they may assist with patient care.

Number Full-Time _____
Number Temporary Full-Time _____
Number Part-Time _____

Section II. Preparation of Nursing Personnel

Directions: Indicate the total number of the Registered Nurses and Licensed Practical Nurses employed according to the highest level of preparation attained. Count each nurse in only one category. Include full-time, part-time and temporarily employed nurses.

A. Registered Nurses

	Positions Held	Total No.	No. with Diploma	No. with B.S.	No. with Masters	No. with Ph. D.
1. Hospitals	Director of Nursing Service					
	Ass't Director					
	Supervisory					
	Head Nurse					
	Staff Nurse					
	Nursing Education					
2. Public Health	Administrative					
	Supervisory					
	Staff Nurse					
3. Doctor's Office	Staff Nurse					
4. College Clinic	Head Nurse					
	Staff Nurse					
5. Nursing Homes	Administrative					
	Supervisory					
	Head Nurse					
	Staff Nurse					
6. Nursing Education	Administrative					
	Instructors					

B. Licensed Practical Nurses

	Total Positions Held No.	No. qualified by waiver or exam but not graduated from a licensed practical nurse school	No. graduated from a licensed practical nurse school
1. Hospitals	Staff Nurses		
2. Public Health	Staff Nurses		
3. Doctor's Offices	Staff Nurses		
4. College Clinic	Staff Nurses		
5. Nursing Homes	Administrative		
	Supervisory		
	Head Nurse		
	Staff Nurse		

Section III. Placement of Nursing Personnel

- Directions:
1. Fill in the total number of personnel actually on duty in the institution for specific shifts for a 24-hour period starting in the morning of April 19, 1961 to the morning of April 20, 1961.
 2. Count any person working over 4 hours as one (1) person.
 3. Count any person working 4 hours or less as a half ($\frac{1}{2}$) person.
 4. Personnel working a split shift should be counted as a half ($\frac{1}{2}$) person on each shift they worked.

A. Personnel On Duty: Include only those who assisted with patient care.

	Number on Day Duty	Number on Evening Duty	Number on Night Duty
1. Registered Nurses			
2. Licensed Practical Nurses			
3. Other Nursing Personnel (see section I for example)			

- B. On Call Status: This means nursing personnel who were not actually on duty in the institution from April 1, 1961 to April 30, 1961, but who were immediately available if needed.
Example: "On Call" for O.R.; "On Call" for emergency.

	Number of Registered Nurses	Number of Li- censed Prac- tical Nurses	Number of Other Nursing Personnel
Days			
Evenings			
Nights			

C. Nursing Needs

	Number of Registered Nurses	Number of Li- censed Prac- tical Nurses	Number of Other Nursing Personnel
1. How much personnel would you employ at this time if the personnel were available?			
2. How much personnel would you employ at this time if the funds were available?			