

More New Nurses on Night Shift in the U.S. Compared to Other Countries

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Key Findings:

- In all countries outside of the United States (U.S.), night shift is less likely to be staffed by newer nurses than day shift. However, in the U.S., a larger portion of night shifts are covered by low-tenure nurses than day shift.

We [previously studied](#) trends in median nurse organizational tenure across the United States (U.S.) between March 2021 and March 2022.¹ We wanted to further understand whether there are differences in how day and night shifts are staffed based on the country where nurses work. Night shifts have previously been reported as having fewer and newer staff as well as reduced access to management and services.²

We studied nearly 52 million nursing shifts across the U.S, Saudi Arabia, Australia, Lebanon, Singapore, the United Arab Emirates (UAE), the United Kingdom, Canada, Switzerland, the Netherlands, Finland, Belgium, and Denmark. We compared the proportion of shifts covered by new nurses—those with less than one year of tenure at the organization—during day and night shifts.

We found that in all countries but the U.S., a smaller portion of night shifts are covered by new nurses compared to day shifts, as seen in Figure 1. Additionally, the U.S. has higher rates of new nurses in each of the shifts than most other countries.

Percentage of Shifts Covered by a Nurse with Less Than One-Year Tenure in 2024

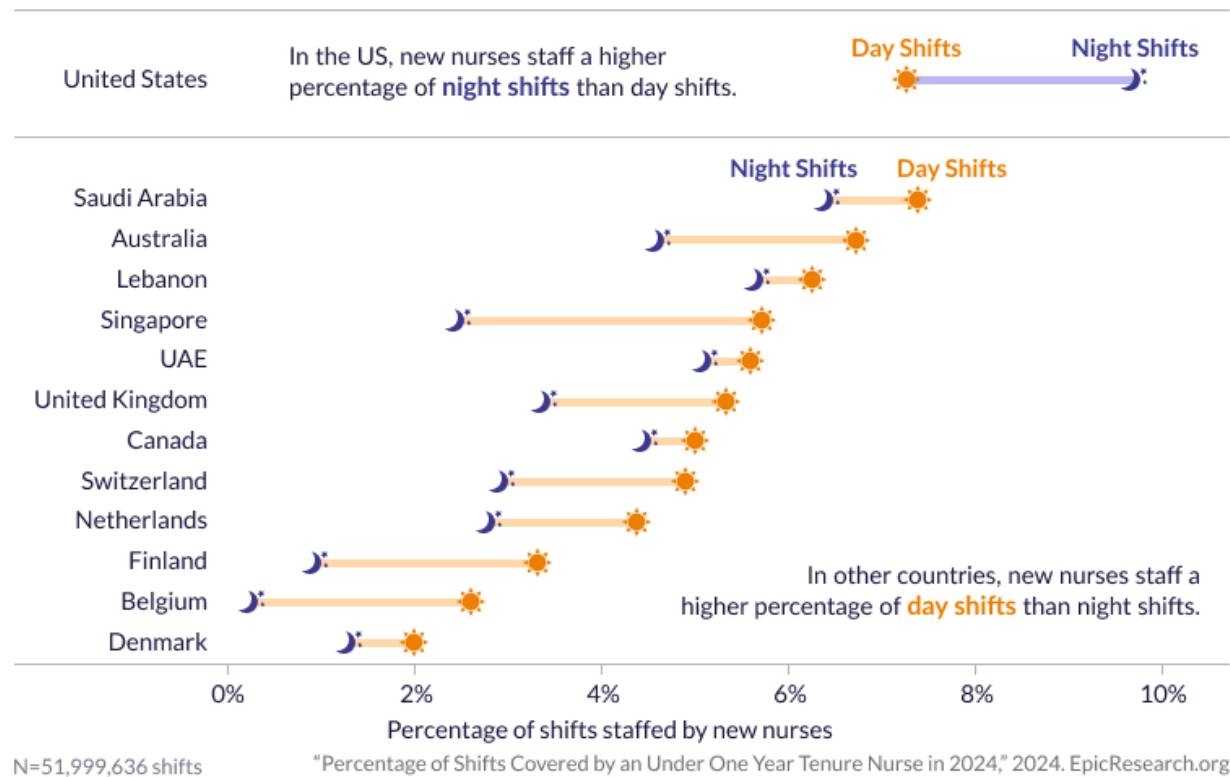


Figure 1. The percentage of shifts covered by a nurse with less than one year of tenure at the organization in each region in 2024.

These findings highlight the importance of support structures across all shifts, in particular those with low nursing tenure. AdventHealth, for instance, developed and trained EHR experts to provide peer-to-peer support, which ultimately led to reduced documentation time and nurse turnover. Learn more about their approach on [EpicShare](#).

These data come from Nursing Efficiency Assessment Tool (NEAT), a dataset of more than 503 million shifts for more than 3 million registered nurses across 439 Epic organizations. This study was completed by two teams that worked independently, each composed of a clinician and research scientists. The two teams came to similar conclusions. Graphics by Brian Olson.

References

1. Thayer J, Zillmer J, Sandberg N, Miller AR, Nagel P, MacGibbon A. 'The New Nurse' Is the New Normal. Epic Research. <https://epicresearch.org/articles/the-new-nurse-is-the-new-normal>. Accessed on November 13, 2024.
2. Weaver SH. Best Practice Information Sheet: The experiences and perceptions of nurses working night shift. JBI EBP Database. 2023;25(1):1-4. https://journals.lww.com/jbisrir/SiteAssets/Lists/HTMLContent/AllItems/4%20BPIS%20-%2025%281%29%202023_FINAL.pdf. Accessed November 13, 2024.

Data Definitions

Term	Definition
Study period	1/1/2024 to 9/30/2024
Study population	Shifts that meet the following criteria: - Completed by a nurse - More than one distinct patient per hour - More than five medication administrations per shift - Shift must have lasted at least an hour From organizations meeting the following criteria: - Have a nurse shift in the year prior to the study period

Table 1. Percentage of Shifts Covered by a Nurse with Less Than One-Year Tenure in 2024

Country	Percent of Night Shift Filled by Under One Year Tenure	Percent of Day Shift Filled by Under One Year Tenure
Denmark	1.3%	2.0%
Belgium	0.3%	2.6%
Finland	0.9%	3.3%
Netherlands	2.8%	4.4%
Switzerland	2.9%	4.9%
Canada	4.5%	5.0%
United Kingdom	3.4%	5.3%
UAE	5.1%	5.6%
Singapore	2.5%	5.7%
Lebanon	5.7%	6.3%
Australia	4.6%	6.7%
Saudi Arabia	6.4%	7.4%
United States	9.7%	7.3%