

**Viorel ROTILĂ (coord.)**

**Students on Sociology:**

Munteanu Luminița Teodora, Petroiu Daniela

Subțirica Alina, Parvan Stela

Moscu Cristina, Ciaglic Otilia

Rosu Elena, Paliu Tatiana

Sibiescu Ancuta, Paraleu Marilena

**Collaborators:**

Gheorghe Costel, Marinescu Constanța

Balaban Gabriel, Manole Sevastita

**Translation:** Munteanu Luminița Teodora

**THE QUALITY OF PROFESSIONAL LIFE OF MEDICAL STAFF AND  
TENDENCY OF WORKING ABROAD (2007)**

Abstract

*In Romania, healthcare is an area that suffers from many years because its reorganization's policy didn't prove efficiency. In general, the changes requests additional operations, efforts and sometimes stress; at the same time, people must be motivated to accept and apply these changes.*

*Medical staff opt for a better remunerated job in a foreign country for many reasons: confrontation with problems induced by system's failure, the lack of labour's satisfaction and motivation as consequences of fact that medical profession haven't the same social dignity and social recognition commensurate with their contribution to society.*

*This study purposes an evaluation of present appreciation of professional life's quality in healthcare system related with results obtained in a former research with same subject. Therewith, it was followed the dynamics of interest for labour migration now, when Romania became an UE member and the opportunities for better jobs and higher salaries were increased. Another intent was to determine the interest of employees for trade union - as organisation constitutes to protect their rights and interests*

*Key words: nurse migration, migration tendency, migration, healthcare, professional motivation.*

**The premises of research:**

In Romania, healthcare is an area that suffers from many years because its policy of reorganization didn't prove efficiency. General, the changes requests additional operations, efforts and, sometimes, stress; at the same time, people must be motivated to accept and apply these changes. In social conversions also interfere general, collective motivations, settled on the basis of people's interests. Although between these two categories of

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motivation are many connections and interactions, these aren't confused and interchangeable. To be accepted and applied and to give the intended results, the reform's program must content, near the organizational argumentations respecting the necessity of changes also arguments to convince the organization's members that stipulated changes will allow a better satisfaction of individual's interests. If changes presume additional efforts, economical, psychosocial reorientations, then natural, people wonder what did they obtain instead of this effort.

Confrontation with problems caused by system's failure, the lack of work's satisfaction - a consequence of fact that medical profession haven't the same social dignity (and social recognition commensurate with their contribution to society), the lack of motivation brings medical staff to opt for a better remunerate job in a foreign country. Are many situations when nurses take this hard decision and the reasons could be: financial, professional, ethical. Each of them weighs in a decision of this type that means, finally, a major change of life's road.

Consider two important categories of matters that affect the medical system: the reform and the migration for work, this study was initiated by the Federation "Sanitary Solidarity" from Romania and intended to underline the necessity of measures followed from data's analyses and to emphasize the role of a good general policy for medical system and also for human resources.

Because the subjects of investigation were employees of medical system, this study present the situation from this view, excluding the beneficiary's view that must be, in our opinion, a theme for a separated study.

Empirical data are showing a low involvement of members or not-members in trade union's activity in condition of these are institution constituted to protect their professional or economical rights and interests and that's why we intent to discover some answers in this field. .

#### THE OBJECT OF STUDY

*Explorer:* This study propose to offer the possibility of identification of problems and their causes, to appreciate the migration tendency and also to appreciate the interest proved for trade union organization (implication and expectances)

*Description:* It describes the characteristics of this professional category, place of labour and its safety, economical standard in relation with effective income realised by salary, the degree of professional satisfaction, professional motivation, the quality of medical act in relation with poverty to find the contingent causes of migration tendency

*Explaining:* It indicates the correlations between the factors involved in generation of the present situation of medical system in Romania, the motivation for some attitudes and actions

*Improvement:* It can be identified methods of intervention in order to ameliorate the present situation going from mechanisms of generation.

#### THE OBJECTIVES OF RESEARCH

Regarding these theoretical grounds, this research purposes to analyse the dynamics of professional situation of medical staff on period of time past from the last study (august 2006) and also the dynamics of options regards the migration's tendency for labour, now, when Romania became an EU member. In our new study were included a lot of items, which released the interest of respondents for trade union organization started from empirical observation of a diminishing interest demonstrated in direction of identification with this organisation formula.

Going to basic concepts, the research purpose the next objectives:

- To study the appreciation degree of professional life relative to august 2006
- Detection of correlation between the desire of working abroad and slight appreciation of professional life
- Detection of interest degree for trade union and also the reasons determining the employees to be interested in that direction.

#### THE SAMPLE

The amount of staff working in health system content in this study is 600, from three counties of Romania (Galati, Calarasi, Prahova), selected by groups of age, gender and type of employer according to their weight in the system

The present research starts from next general hypothesis: we presume that slight appreciation of professional life quality it caused, in an important measure, by failures registered in health reform, by defective management but also by the lack of professional motivation on all its determinants: remuneration level, the appreciation of labour importance from chiefs, colleges, patients, public opinion.

To detect a several aspects of problem at issue as for practical necessities, we formulate the next working hypothesis which orientate the formulation of items:

H1: We anticipate that the level of appreciation given by medical staff from quality of its professional life is in a significant correlation with next variables: income attained, job's safety, working relationship (with chiefs but also with colleagues), working conditions

H2: We presume that lack of motivation (professional, economical, psychosocial) of medical staff due to a lack of interest for changes in the Romanian health system and orients to consider the possibility of working abroad.

H3: We presume that between a slight appreciation of professional life quality and medical staff orientation for favourable offers to abroad exist a positive correlation.

H4 We anticipate that slight interest of employees for trade union organisation- as institution that have the major object to protect their rights- is due by a bad information and therewith inadequate communication between members and organisation.

#### METHODOLOGY OF RESEARCH:

600 employee of healthcare system constituted the lot of subjects

The questionnaire – self-completed – was applied in medical units by students of Philosophy- Sociology Department- The University “Dunarea de Jos” Galati and by specialized people belonging to “Sanitary Solidarity “ Trade Union, keeping the correlation with the distribution of staff on types of medical units. The subjects were asked for choose one or more variants of answer.

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DATA'S ANALYSE AND INTERPRETATION

The processing of results was made by statistical procedures way included in SPSS for Windows, version 11.01.1, SPSS Inc, 1989-2002.

Distribution by gender

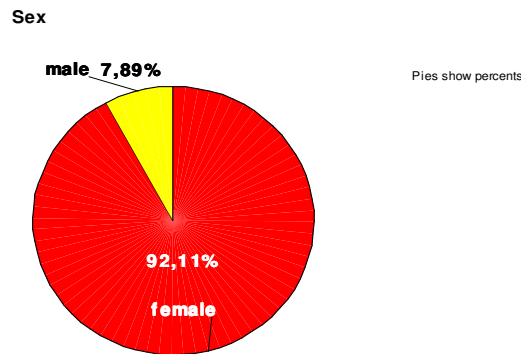


Fig. 1

Gender distribution discloses the well-known fact that, regarding of human resources, female gender is preponderant in this professional area.

Distribution by age

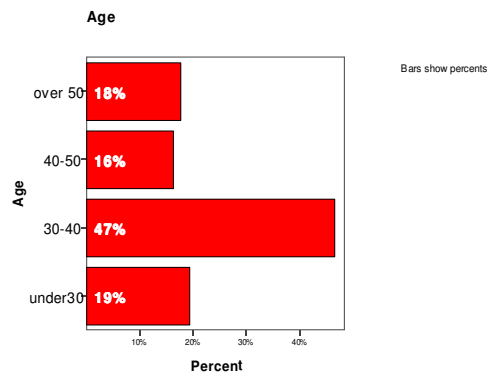


Fig. 2

The subjects between 30 and 40 years old represents an important percent in our sample; this percent must be connected with the policy of healthcare professionals preparing. Started from 1990 nurses were formed mainly on post high school and constitute a massive entry in health system. It is remarkable that exists an almost perfect equilibrium between the subjects under 30 years old and the subjects over 50 years old (19% vs. 18%)

Marital status

As it emerge by diagram, almost three quarters from investigated population is married (73,57%), that involves a family responsibility.

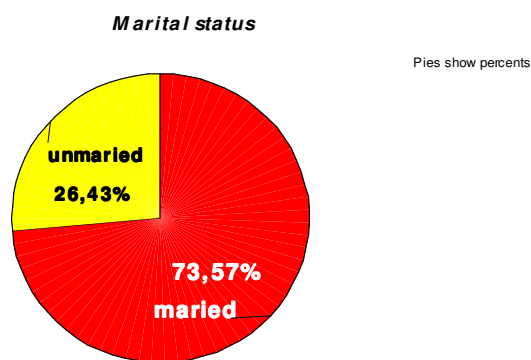
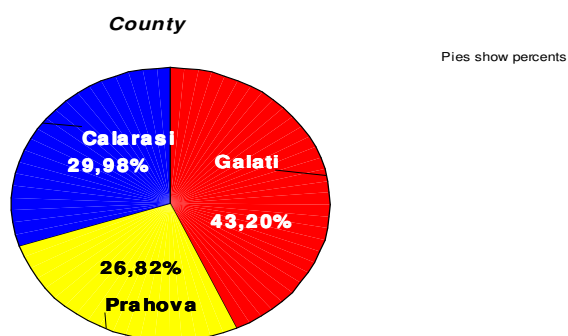


Fig. 3

Age vs. Marital status			Marital status		Total
			married	unmarried	
Age	Under30	% of Total	9,3%	10,1%	19,3%
	30-40	% of Total	36,5%	10,1%	46,5%
	40-50	% of Total	13,8%	2,6%	16,4%
	Over 50	% Of Total	14,0%	3,7%	17,8%
Total		% Of Total	73,6%	26,4%	100,0%

We can remark that 10% of unmarried people belongs to 30-40 years group, that indicates a tendency of mutation in the social paradigm of family.

County's repartition



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Fig. 4

<i>Children in support vs. Marital status</i>			Marital status		Total
			Married	Unmarried	
Children in support	None	% Of Total	19,1%	19,9%	39,1%
	One	% Of Total	36,3%	5,7%	42,0%
	Two	% Of Total	15,6%	0,4%	16,0%
	More than two	% Of Total	2,6%	0,4%	3,0%
Total		% Of Total	73,6%	26,4%	100,0%

Tab. 2

To notice that 6,5% of respondents has monoparental families; it means additional responsibilities for that parent, including financial responsibility. Globally, we can consider a short incidence of monoparental families even it is observed a low increase relative to 2006 (see the table below).

<i>Children in support vs. Marital status (2006)</i>			Marital status		Total
			Married	Unmarried	
Children in support	None	% of Total	19,1%	19,8%	38,9%
	One	% of Total	39,0%	4,2%	43,3%
	Two	% of Total	15,3%	1,0%	16,3%
	More than two	% of Total	1,5%		1,5%
Total		% of Total	74,9%	25,1%	100,0%

Tab. 3

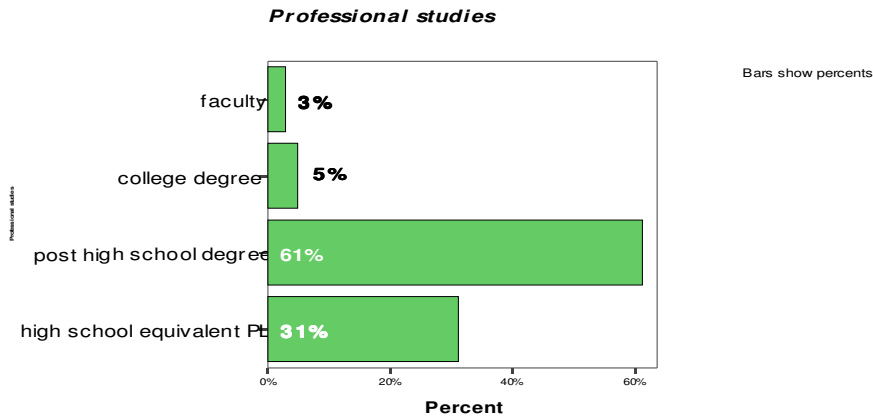


Fig. 5

Obviously, the bigger percent of respondents were graduated a post high school that it confirms our previous observations regarded the entries of them in system beginning to '90's.

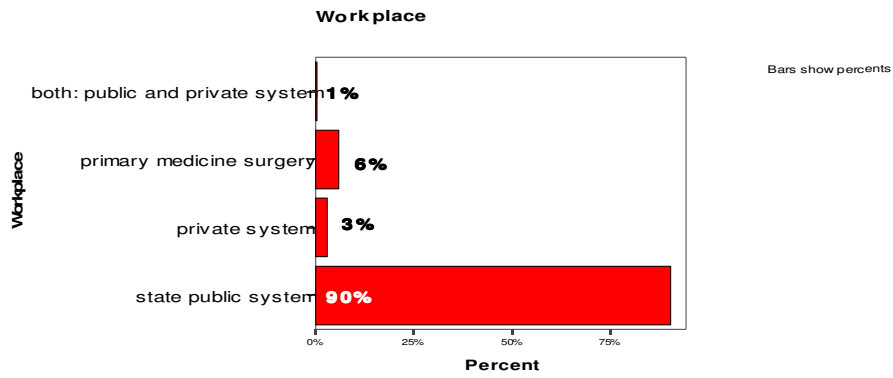


Fig. 6

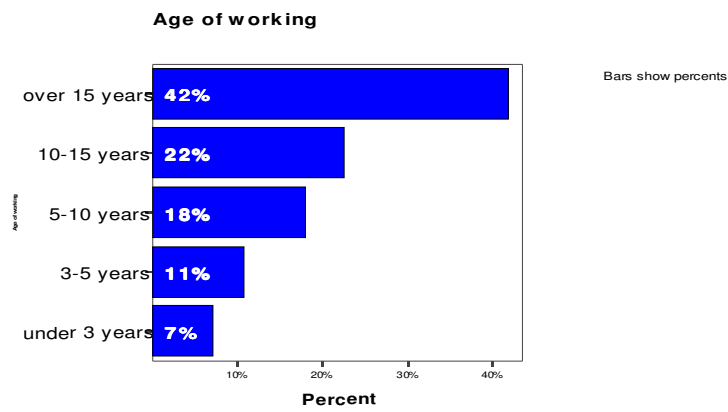


Fig. 7

Almost 64% of respondents are working by more than ten years in system, which can mean a certain degree of knowledge regarding its problems.

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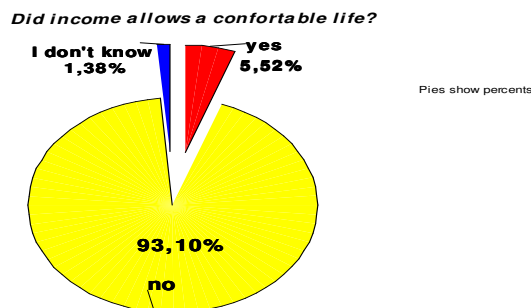


Fig. 8

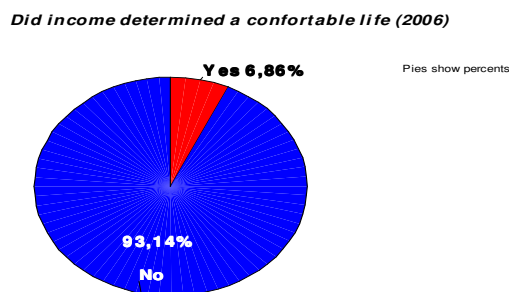


Fig. 9

The discontent for a comfortable level of life obtained pursuant to salary achieved like employee is situated nearly those of former year and didn't suggest a favourable opinion about system's changes.

<i>Children in support vs. Did income allows a confortable life?</i>			Did income allow a confortable life?			Total
			yes	no	I don't know	
Children support	innone	% of Total	2,0%	35,9%	1,2%	39,1%
	one	% of Total	2,4%	39,4%	0,2%	42,0%
	two	% of Total	0,6%	15,4%		16,0%
	more than two	% of Total	0,6%	2,4%		3,0%
Total		% of Total	5,5%	93,1%	1,4%	100,0%

Tab. 4

There aren't significant inequalities on appreciation of proportion between the level of remuneration and comfort degree assured by correlated with number of child. It shows the fact that the discontent isn't connected to a specific social situation (as number of members in family, for example) but is linked to the system working.



That homogenous distribution of appreciation may be as certain also in case of marital status (married/unmarried).

*Do you can influence the decisions in your activities*

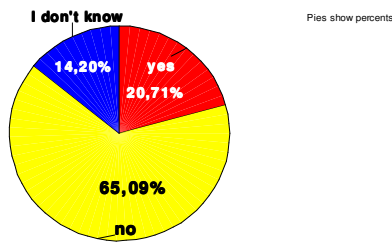


Fig. 10

*Can you influence your professional life management decision (2006)*

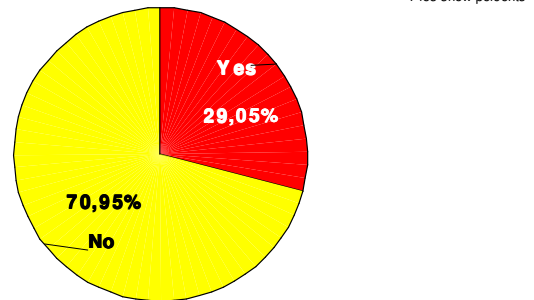


Fig. 11

The big percent of respondents that consider they are incapable to influence the decisions in their activity suggests the lack of team-working constituted in order to listening all members for obtain the best results in their activity. The discreet inequality regarding persons convinced that couldn't influence decisions taken in their activities (relative to former year - 4 percent less) suggests also a discreet straighten of situation (even we find it on the percent of undecided persons).

<i>Sex vs. Do you can influence the decisions in your activities</i>			Do you can influence the decisions in your activities			Total
			Yes	No	I don't know	
Sex	Female	% Of Total	18,9%	60,2%	13,0%	92,1%
	Male	% Of Total	1,8%	4,9%	1,2%	7,9%
Total		% Of Total	20,7%	65,1%	14,2%	100,0%

Tab. 5

Regarding the possibility of influence the decision in professional activity (meaning the participation on process of decision) we observed a discreet inequality between men (22,7%) and women (20,5%); a motivation may be different habits, mainly.

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**Did employer proved his appreciation for your activity?**

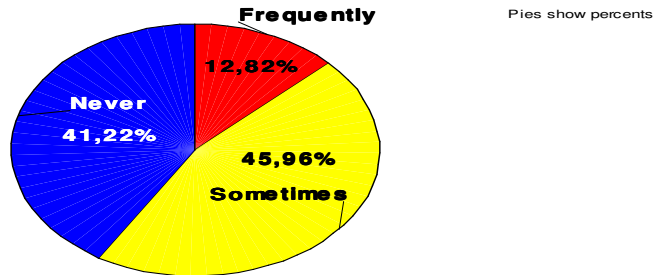


Fig. 12

It is obviously that respondents don't feel an adequate appreciation for their labour, fact in a tight relation with the weak motivation of working (the diagram from the top)  
 Between the motivation and appreciation is a positive correlation: those who are less motivated are never or sometimes appreciated, as the table below shows.

<i>Did employer proved his appreciation for your activity? Vs. Do you feel motivation in your profession?</i>		Do you feel motivation in your profession?			Total	
		Yes	No	I don't know		
Did employer proved his appreciation for your activity?	Frequently	% Of Total	8,3%	2,2%	2,4%	12,8%
	Sometimes	% Of Total	18,3%	21,3%	6,3%	46,0%
	Never	% Of Total	10,7%	25,8%	4,7%	41,2%
Total		% Of Total	37,3%	49,3%	13,4%	100,0%

Tab.

**Is your workplace secure?**

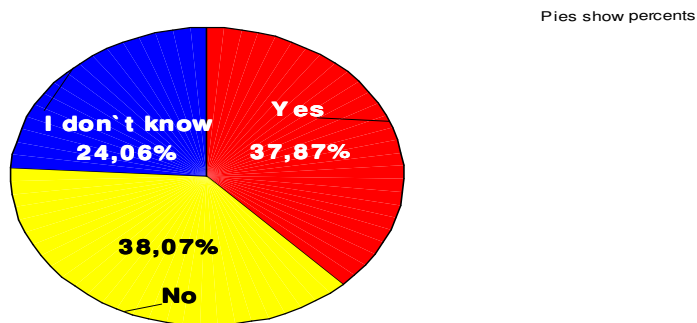


Fig. 13

We can observe the fact that 38% of respondents don't consider their workplace safe, meanwhile almost 35% are thinking that it is safe, the rest of 24 % are undecided; that distribution suggests a certain anxiety regarding the safety of workplace, anxiety that may be due by reforming process evolution.

**Did you know your rights as employee ?**

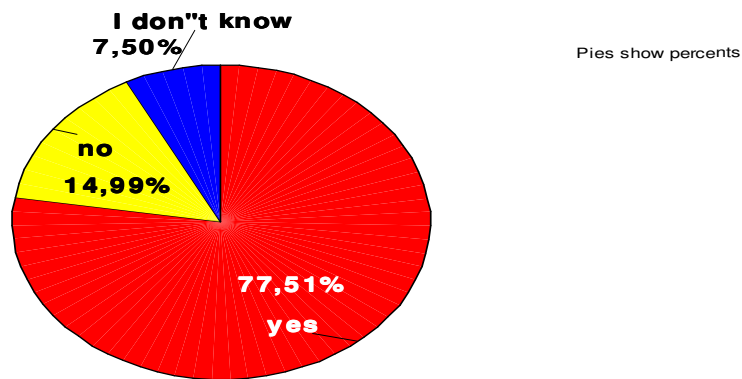


Fig. 14

Over 75% of respondents assert that they know their rights as employees.

Age vs. Did you know your rights as employee?			Did you know your rights as employee?			Total
			Yes	No	I don't know	
Age	Under30	% Of Total	14,6%	3,0%	1,8%	19,3%
	30-40	% Of Total	34,3%	8,3%	3,9%	46,5%
	40-50	% Of Total	13,2%	2,2%	1,0%	16,4%
	Over 50	% Of Total	15,4%	1,6%	0,8%	17,8%
Total		% Of Total	77,5%	15,0%	7,5%	100,0%

Tab. 7

We remark a better knowledge or rights issued by employee's quality on the group of age between 30-40 years old.

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<i>Are your employee's rights respected? Vs. Did you know your rights as employee?</i>			Did you know your rights as employee?			Total
			Yes	No	I don't know	
Are your employee's rights respected?	Yes	% Of Total	49,9%	1,8%	2,2%	53,8%
	No	% Of Total	21,7%	10,1%	2,0%	33,7%
	I don't know	% Of Total	5,9%	3,2%	3,4%	12,4%
Total		% Of Total	77,5%	15,0%	7,5%	100,0%

Tab. 8

Even they declared that don't know their rights as employees, a percent of 10% of respondents consider that employer does not respect their rights; this situation may be related to suspiciousness vis-à-vis employer. The same degree of suspiciousness emerges in correlation with knowledge of some specified legal acts: 10,3% of respondents who declared they don't know none of legal purview are also considering that their employee's rights aren't respected. (See the table below)

<i>Are your employee's rights respected? Vs. Do you know the following acts?</i>			Do you know the following acts?						Total	
			The Code of Working Law	The Trade Union Law	The Collective Working Contract	L no 95/2006	None	Multiple answer (more than one)		All
Are your employee's rights respected?	Yes	% Of Total	7,3%	1,8%	18,1%	0,4%	7,9%	14,6%	3,7%	53,8%
	No	% Of Total	5,5%		7,5%	0,2%	10,3%	8,1%	2,2%	33,7%
	I don't know	% Of Total	2,2%	0,6%	3,2%	0,2%	4,9%	1,2%	, 2%	12,4%
Total		% Of Total	15,0%	2,4%	28,8%	0,8%	23,1%	23,9%	6,1%	100,0%

Tab. 9

It is to retain the low percent of respondents who declare that they know The Trade union Law (1,8%) and The Working Code (7,3%); we didn't consider here those who indicate multiple answer or all answers thinking to observe which of normative acts are most known.

<i>Do you know the following acts? Vs. Did you know your rights as employee?</i>			Did you know your rights as employee?			Total
			Yes	No	I don't know	
Do you know the following acts?	The Code of Working	% Of Total	12,2%	1,0%	1,8%	15,0%
	The Trade union Law	% Of Total	1,8%	0,2%	0,4%	2,4%
	L no 95/2006	% Of Total	0,8%			0,8%
	None	% Of Total	12,0%	7,7%	3,4%	23,1%
	Multiple answer (more than one)	% Of Total	21,9%	1,2%	0,8%	23,9%
	All	% Of Total	5,5%	,6%		6,1%
Total		% Of Total	77,5%	15,0%	7,5%	100,0%

Tab. 11

Obviously, the 12 % of respondents are declaring their rights knowledge issued by employees' quality but, in the same time, they answer that didn't know none of these documents; in fact, or they didn't know the real rights stipulated by law, or they have a "popular" meaning of their rights as employee.

<i>Do you know the following acts? Vs. Professional studies</i>			Professional studies				Total
			High school equivalent PL	Post high school degree	College degree	Faculty	
Do you know the following acts?	The Code of Working	% Of Total	4,1%	10,1%	0,4%	0,4%	15,0%
	The Trade union Law	% Of Total	1,2%	1,2%			2,4%
	The Collective Working Contract	% Of Total	9,9%	17,2%	1,8%		28,8%
	None	% Of Total	6,7%	14,8%	1,2%	0,4%	23,1%
	Multiple answer (more than one)	% Of Total	6,5%	14,4%	1,2%	1,8%	23,9%
	All	% Of Total	2,4%	3,2%	0,2%	0,4%	6,1%
Total		% Of Total	31,2%	61,1%	4,7%	3,0%	100,0%

Tab. 12

There aren't important differences between levels of professional education and knowledge of most important stipulations regulating the working rapports (as a marker of employees rights knowledge).

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Fig. 15

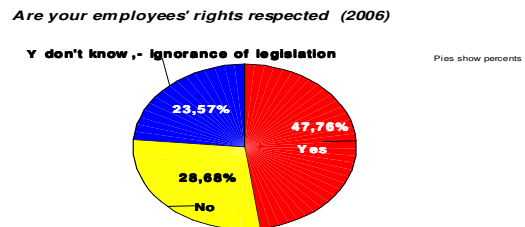


Fig. 16

Only 53,85% of respondents considers that their rights as employees are respected; we can observe a better situation relative to 2006. But, it is also observed an increase by 5 percent of those who consider their rights are not respected.

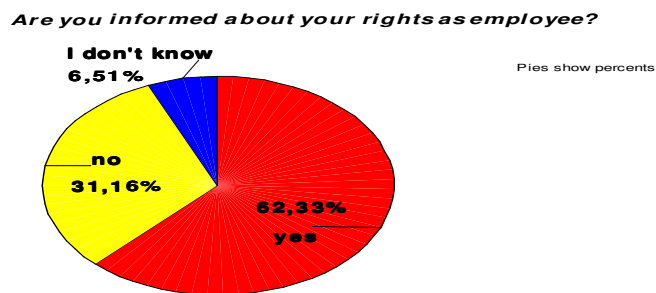


Fig. 17

62,33 % of respondents declare that are informed regarding their rights as employees.

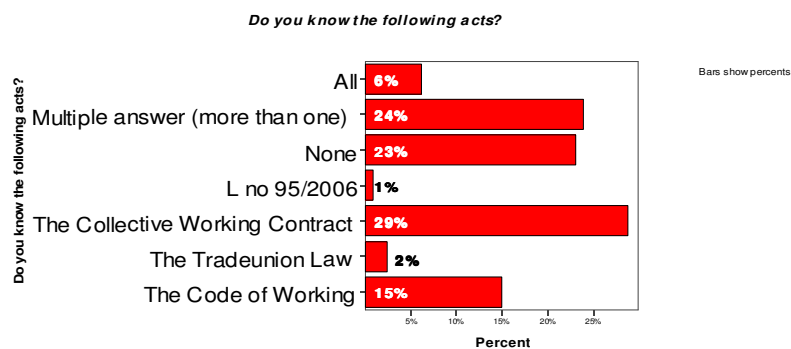


Fig. 18

It is significant the percent of those who declare that didn't know any of all mentioned documents (23%). Hardly 24 % of respondents indicate they know more than one of specified documents. Adding the 6 % who declare they know contents of all, we may consider that a part of investigated population is informed in a good extent about their rights and obligations as employees.

62,33% of respondents consider them being informed regarding employees rights but in the same time appears a big difference between those who declare the knowledge and those who factual know (almost 50%); we may presume that another ways of information exist in this matter.

A low proportion of respondents declare the knowledge of legislative pack of reform in healthcare (Law no 95/2006). That's may be a consequence of deficiencies in employees' information regarding these legal regulations.

In the same time, 6% of those who know the legislative pack of reform in healthcare show a low interest for legislative aspect of reform. Obviously, we treat here only unique answers (indicating only one document/act) because all multiple answers have a relative distribution and those who declare the knowledge of all acts don't modify the rapport between answers in a radical way.

*Do you feel motivation in your profession?*

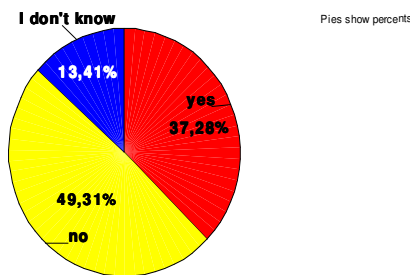


Fig. 19

*Professional motivation (2006)*

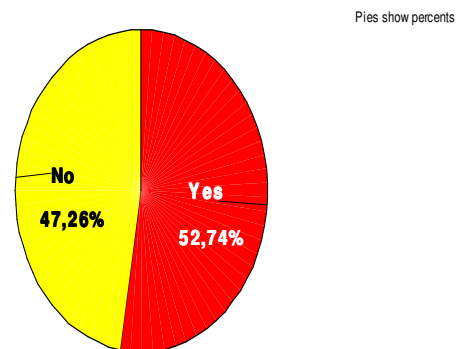


Fig. 20

From point of view of modern management it was remarked a significant non-motivation of respondents; rather 50% consider their profession didn't motivated them (in that direction it will be relevant a new qualitative research to identify the lack of motivation's causes; we presume financial but there are not only). Related to 2006, results show an important diminution of those who consider motivated but they are included in those who cannot appreciate if they are or are not motivated; it may also signify a lack of interest for this aspect and a discreet rise of non-motivated persons.

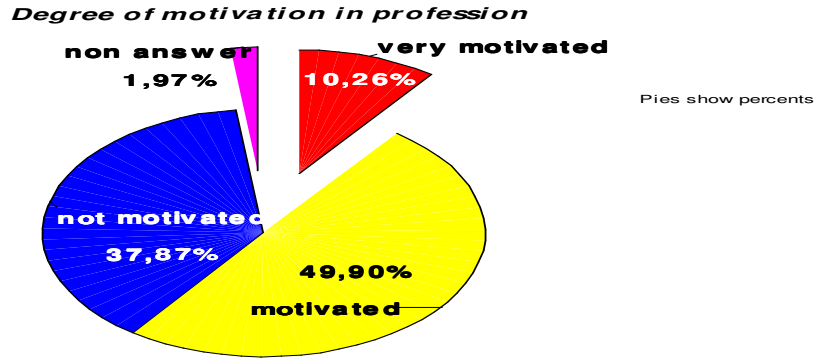


Fig. 21

<i>Did income allow you a comfortable life? Vs. Do you feel motivation in your profession?</i>			Do you feel motivation in your profession?			Total
			Yes	No	I don't know	
Did income allow you a comfortable life?	Yes	% Of Total	4,3%	0,8%	0,4%	5,5%
	No	% Of Total	32,1%	47,9%	13,0%	93,1%
	I don't know	% Of Total	0,8%	0,6%		1,4%
Total		% Of Total	37,3%	49,3%	13,4%	100,0%

Tab. 13

It is observed a tight link between the insufficiency of income and the lack of professional motivation -almost a half of respondents designates this situation. The same thing is indicated by correlation between motivation and the content about last increase of salary, the percent being similar (48,9%) (See the table below).

<i>Are you content about last increase of salary? Vs. Do you feel motivation in your profession?</i>			Do you feel motivation in your profession?			Total
			Yes	No	I don't know	
Are you content about last increase of salary?	Yes	% Of Total	1,8%	4%	1,0%	3,2%
	No	% Of Total	35,5%	48,9%	12,4%	96,8%
	Total		% Of Total	37,3%	49,3%	13,4%

Tab. 14

<i>Do you feel motivation in your profession? Vs. Degree of motivation in profession</i>			Degree of motivation in profession				Total
			Very motivated	Motivated	Not motivated	Non answer	
Do you feel motivation in your profession?	Yes	% Of Total	8,1%	26,0%	2,2%	1,0%	37,3%
	No	% Of Total	1,4%	15,8%	31,6%	0,6%	49,3%
	I don't know	% Of Total	0,8%	8,1%	4,1%	0,4%	13,4%
Total		% Of Total	10,3%	49,9%	37,9%	2,0%	100,0%

Tab. 15



The graduate analyse of motivation shows some problems in understanding of “motivation” concept: 3,2 % of 37,3% who indicate a motivation in profession don’t answer or answer that are not motivated; in the same time from 49,3% who initially indicate a non motivation, 1,4% are declare very motivated and 15,8% are declare motivated. All these results show the existence of an error in professional motivation by 3%.

<i>Did employer proved his appreciation for your activity? Vs. Do you feel motivation in your profession?</i>			Do you feel motivation in your profession?			Total
			Yes	No	I don't know	
Did employer proved his appreciation for your activity?	Frequently	% Of Total	8,3%	2,2%	2,4%	12,8%
	Sometimes	% Of Total	18,3%	21,3%	6,3%	46,0%
	Never	% Of Total	10,7%	25,8%	4,7%	41,2%
Total		% Of Total	37,3%	49,3%	13,4%	100,0%

Tab. 16

Apparently, the lack of motivation is also due by the fact they didn’t feel employer’s appreciation, so motivation in work cannot be reduce only to remuneration matters; the inversion of variables verifies this relation: those who feel appreciation are more motivated. (In case of those who are sometimes appreciated, the number of motivated is almost the same with number of not motivated). From this point of view, we believe that is necessary a new approach of appreciation mechanisms for employee activity, especially implementing the deontology in staff services.

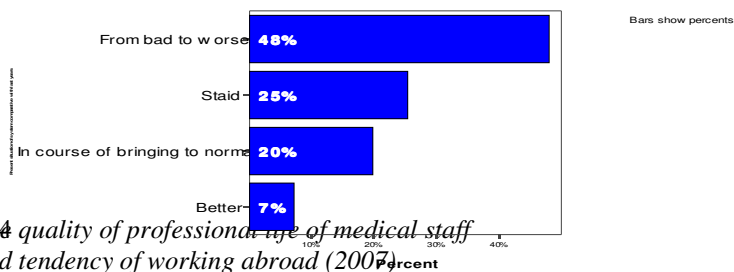
***Are you satisfied about reform's changes?***



Fig. 22

The proportion of discontent for reform results is big (45,35%) in relation to results constantly communicated by authorities. If we have in view also the proportion of those who are somehow content by these results (51,7%), we can consider that a massive proportion of respondents don’t share governments’ opinion.

Present situation of system comparative with last years (2006)



The quality of professional life of medical staff and tendency of working abroad (2007)

Fig. 23

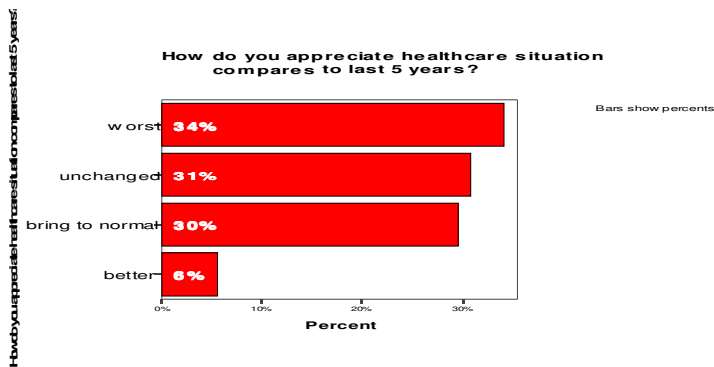


Fig. 24

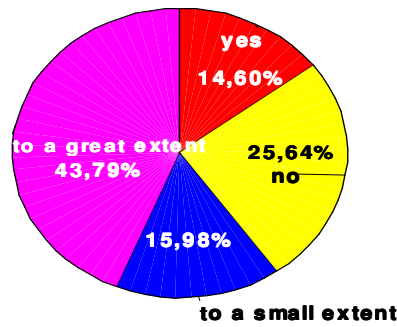
Only 36% of respondents consider that healthcare system is better or is bring to normal comparative to 5 years ago, therefore, even indirectly, they appreciate in a positive way reform's results. In the same time, 65% consider the situation unchanged or worst. Related to 2006 (fig 23) we can observe a rise of those who appreciate in a positive way the system evolution.

Are you satisfied about reform's changes? Vs. How do you appreciate healthcare situation compares to last 5 years?			How do you appreciate healthcare situation compares to last 5 years?				Total
			Better	Bring to normal	Unchanged	Worst	
Are you satisfied about reform's changes?	To a great extent	% Of Total	1,6%	2,2%	0,6%	0,2%	4,5%
	Somehow	% Of Total	3,0%	23,5%	17,6%	8,3%	52,3%
	No	% Of Total	1,0%	3,9%	12,6%	25,6%	43,2%
Total		% Of Total	5,5%	29,6%	30,8%	34,1%	100,0%

Tab. 17

The graduate analyse of answers discloses a diversity of ways of appreciation for reform and healthcare system condition. For example, 12,6% within 43,2% of those are discontent about changes of reform, appreciate the situation of system being unchanged, and this due to interpretation that, in fact, they are discontent about the lack of a reform. In the same time, 17,6% of respondents are not contents about reform although they appreciate the healthcare system being unchanged by 5 years ago and 8,3 % of respondents declare they are content in a small extent, considering these changes responsible for a bad situation of system.

**Working conditions make you to practice a quality nursing?**

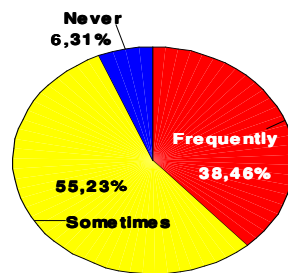


Pies show percents

Fig. 25

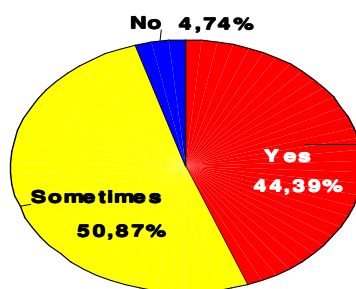
Approximate 40% of respondents consider that working condition don't allow or allow in a small extent to practice a quality nursing.

**Are you appreciated by patients?**



Pies show percents

**Patients' appreciation (2006)**



Pies show percents

Fig. 26

Fig. 27

**186** *quality of professional life of medical staff and tendency of working abroad (2007)*

Looking to results, we may consider that a problem exists in relation between patients and healthcare distributors and the staff appreciated it in correspondence, also. A qualitative, profound research may show different causes for this type of relation - from point of view of patient and from point of view of staff.

Related to 2006 it is an increase of those who feel patient's appreciation and a diminution of those who didn't feel it. All these suggest a discreet rehabilitation of relation patient-medical staff, from point of view of medical staff.

<i>Working conditions make you to practice a quality nursing? Vs. do patients appreciate you?</i>			Do patients appreciate you?			Total
			Frequently	Sometimes	Never	
Working conditions make you to practice a quality nursing?	Yes	% Of Total	7,7%	6,7%	0,2%	14,6%
	No	% Of Total	9,1%	13,8%	2,8%	25,6%
	To a small extent	% Of Total	7,1%	8,5%	0,4%	16,0%
	To a great extent	% Of Total	14,6%	26,2%	3,0%	43,8%
Total		% Of Total	38,5%	55,2%	6,3%	100,0%

Tab. 18

It is observe the existence of an "optimistic" class (40,8%), who consider they are appreciated by patients and may perform a quality healthcare because working conditions allow it.

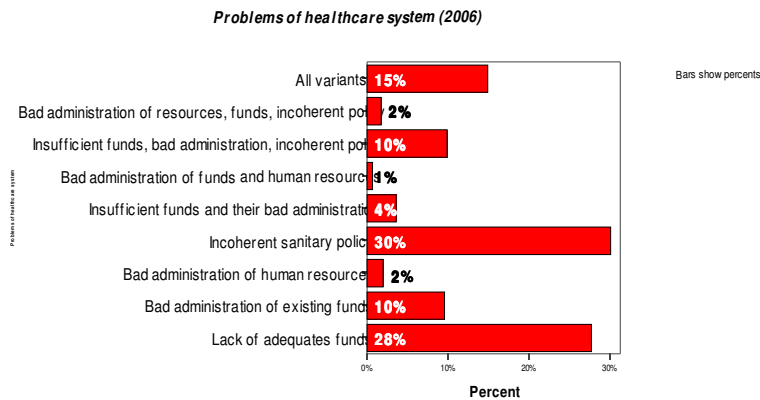


Fig. 28

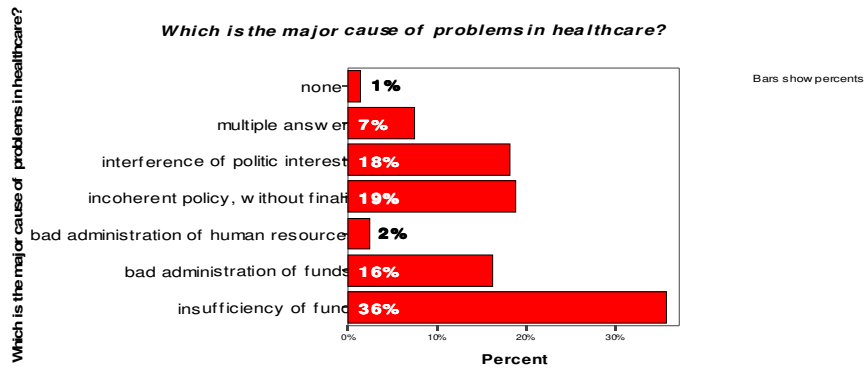


Fig. 29

For 52% of respondents, the answers disclose that the major causes of problems in healthcare system are representing by insufficiency of funds and bad administration of those existing. It must remark that 19% of them consider the interference of political interests in system's managing being the major cause of troubles in system.

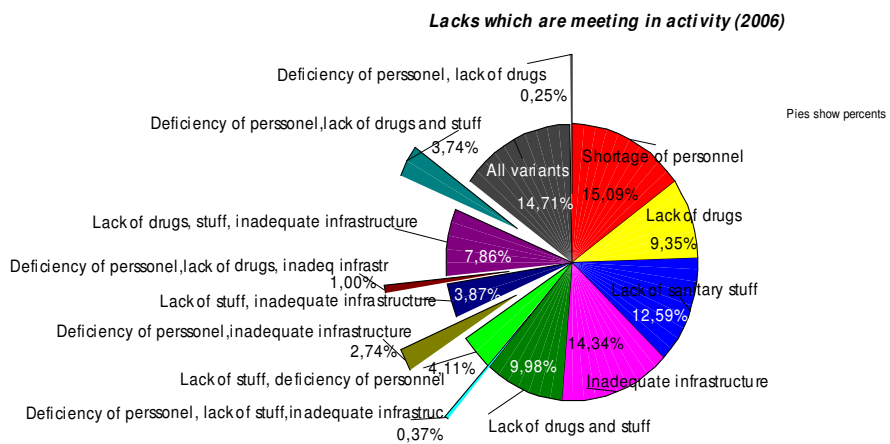


Fig. 30

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Which is the major cause of problems in healthcare? Vs. Which are the major lacks in your practical duties?			Which are the major lacks in your practical duties?					Total	
			Staff shortage	Lack/shortage of medication	Lack/shortage of sanitary materials	Improper equipments/buildings	Multiple answer		None answer
Which is the major cause of problems in healthcare?	Insufficiency of funds	% Of Total	6,9%	2,6%	7,5%	5,9%	12,6%	0,2%	35,7%
	Bad administration of funds	% Of Total	2,0%	0,6%	3,4%	2,8%	7,1%	0,4%	16,2%
	Bad administration of human resources	% Of Total	0,8%	0,4%	0,4%	0,6%	0,2%		2,4%
	Incoherent policy, without finality	% Of Total	4,5%	1,4%	3,4%	2,8%	6,7%		18,7%
	Interference of politic interests	% Of Total	1,8%	0,6%	2,4%	4,9%	7,9%	0,6%	18,1%
	Multiple answer	% Of Total	0,4%	0,2%	0,4%	1,6%	4,7%	0,2%	7,5%
	None	% Of Total	0,8%		0,2%		0,4%		1,4%
Total		% Of Total	17,2%	5,7%	17,6%	18,5%	39,6%	1,4%	100,0%

Tab. 19

The most important cause of problems in healthcare system is recognized as being the insufficiency of funds and it is mixed with a multiple answer at question regarding majors lacks in current practice (improper equipments, lack/shortage of sanitary materials, staff shortage). On the second place are sitting the incoherent policy, without finality (18,7%), the interference of politic interests and scarcely then, the bad administration of funds; all of these are combined with a multiple answer at question regarding major lacks in practical duty.

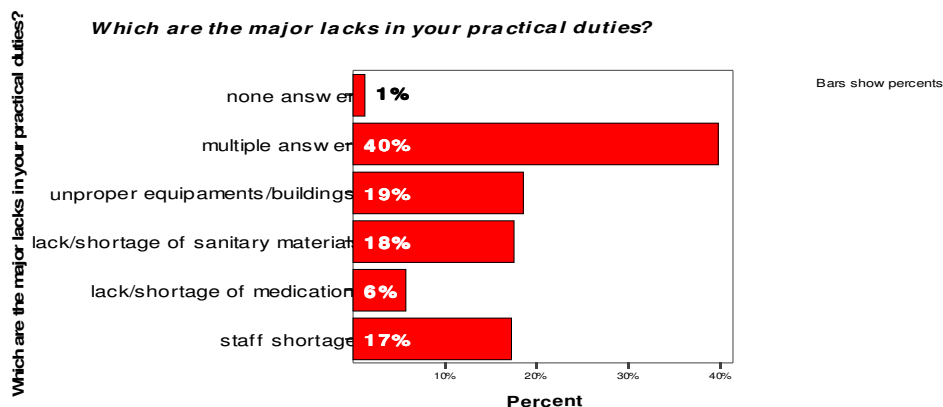


Fig. 31

While 59% of respondents identified as major lack in current practice one of variants, 40% indicated more elements as major lacks, in the same time.

Did income allow a comfortable life? Vs. In your opinion, a bad paid job but safe is better than one well paid but unsafe?			In your opinion, a bad paid job but safe is better than one well paid but unsafe?			Total
			Yes	No	I don't know	
Did income allow a comfortable life?	Yes	% Of Total	3,0%	1,6%	1,0%	5,5%
	No	% Of Total	24,1%	48,5%	20,5%	93,1%
	I don't know	% Of Total	0,6%	0,6%	0,2%	1,4%
Total		% Of Total	27,6%	50,7%	21,7%	100,0%

Tab. 20

48,5% of respondents indicated that earnings are not sufficiently to assure a comfortable life and, in the same time, they preferred a job well remunerated even more insecure, wishing to assume risks to earn much better. This correlation indicates the tight link between earning level and wish of working abroad, once more.

*The quality of professional life of medical staff and tendency of working abroad (2007)*

**A bad paid job but secure is better than a well paid job but insecure? (2006)**

Pies show percents

In your opinion, a bad paid job but safe is better than one well paid but unsafe?



Pies show percents

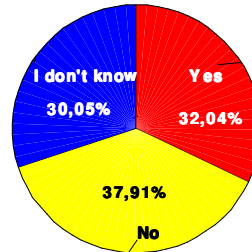


Fig. 32

Fig. 33

Related to 2006 this study dignify a significant increase of those who consider that a job well remunerated but insecure is better than one bad paid but secure and that fact indicates the choice for bigger earning in condition of assuming supplementary risks.

Are you tempted to work abroad for an attractive salary? Vs. In your opinion, a bad paid job but safe is better than one well paid but unsafe?	In your opinion, a bad paid job but safe is better than one well paid but unsafe?			Total		
	Yes	No	I don't know			
Are you tempted to work abroad for an attractive salary?	Yes	% Of Total	16,2%	37,5%	11,2%	64,9%
Are you tempted to work abroad for an attractive salary?	No	% Of Total	9,3%	9,3%	5,3%	23,9%
	I don't know	% Of Total	2,2%	3,9%	5,1%	11,2%
Total		% Of Total	27,6%	50,7%	21,7%	100,0%

Tab. 21

Is to remark a percent of 37 of those who appreciate the safety of workplace are tempted to work abroad for an attractive salary; in the same time 9,3% of respondents are not tempted to working abroad although they situated on top the level of earnings in detriment to job safety; a possible interpretation is that they may be interested for a better job in Romania.



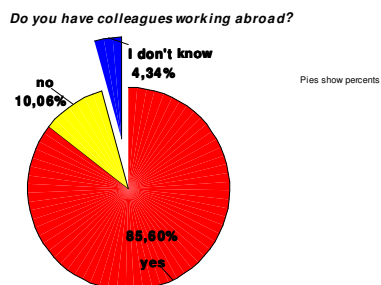


Fig. 34

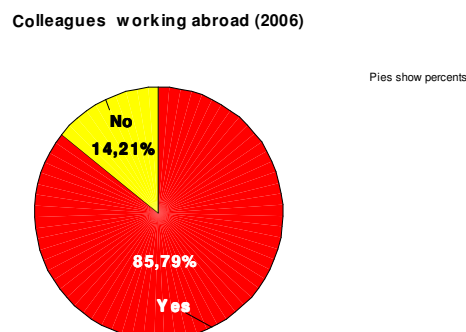


Fig. 35

On an indirect manner, the answers indicate a big number of those who are already gone abroad for practice in health care system. To remark the fact that, related to 2006, we observe the same proportion of respondents who declare that colleagues of them are already gone; by principle, it denote a maintain of migration in the same confines.

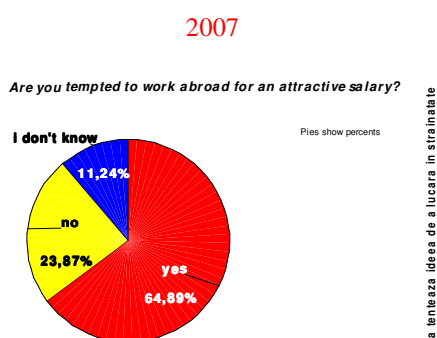


Fig. 37

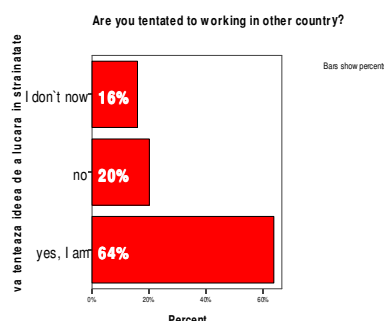


Fig. 38

64,89% of respondents declare are tempted to work abroad for a more attractive salary, that fact indicates the matter of small salaries as a main cause of medical staff migration. Related to 2006 are ascertain small variations.

Are you tempted to work abroad for an attractive salary? Vs. Do you have colleagues working abroad?		Do you have colleagues working abroad?			Total	
		Yes	No	I don't know		
Are you tempted to work abroad for an attractive	Yes	% Of Total	58,6%	5,1%	1,2%	64,9%
abroad for an attractive	No	% Of Total	18,3%	4,3%	1,2%	23,9%

*The quality of professional life of medical staff and tendency of working abroad (2007)*

salary?	I don't know	% Of Total	8,7%	0,6%	2,0%	11,2%
Total		% Of Total	85,6%	10,1%	4,3%	100,0%

Tab. 22

The big part of respondents tempted to go for labour abroad have colleagues already gone and their example of personal success may constitute an agent of migration pressure.

**The opportunities after Romania's integration in EU motivate you to think about working abroad?**

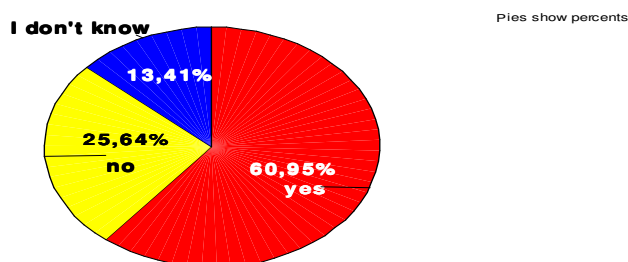


Fig. 39

For approximate 61 % of respondents Romania's integration in EU also represent an opportunity to find better paid jobs in other states members.

<i>Are you tempted to work abroad for an attractive salary? Vs. The opportunities after Romania's integration in EU motivate you to think about working abroad?</i>		The opportunities after Romania's integration in EU motivate you to think about working abroad?			Total	
		Yes	No	I don't know		
Are you tempted to work abroad for an attractive salary?	Yes	% Of Total	57%	4,5%	3,4%	64,9%
	No	% Of Total	1,6%	19,3%	3,0%	23,9%
	I don't know	% Of Total	2,4%	1,8%	7,1%	11,2%
Total		% Of Total	60,9%	25,6%	13,4%	100,0%

Tab. 23

We may observe existence of a positive relation between Romania's integration in EU and medical staff temptation to migrate for higher salaries, in our case, mainly in countries of EU.

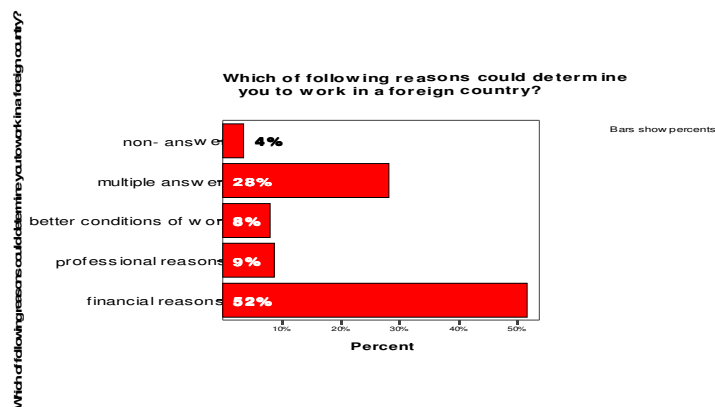


Fig. 40

Once again, we observe the possibility of higher earnings as major cause of migration.

Which of following reasons could determine you to work in a foreign country? Vs. Did income allow a comfortable life?			Did income allow a comfortable life?			Total
			Yes	No	I don't know	
Which of following reasons could determine you to work in a foreign country?	Financial reasons	% Of Total	2,4%	48,3%	1,0%	51,7%
	Professional reasons	% Of Total	1,0%	7,5%	0,2%	8,7%
	Better conditions of work	% Of Total	1,6%	6,3%		7,9%
	Multiple answer	% Of Total	0,6%	27,4%	0,2%	28,2%
	Non-answer	% Of Total		3,6%		3,6%
Total	% Of Total		5,5%	93,1%	1,4%	100,0%

Tab. 24

Obviously, in top of causes indicated by respondents as determinant for decision of labour migration prevail financial reasons sustained by incapacity of salaries to assure a comfortable level of life.

*The quality of professional life of medical staff and tendency of working abroad (2007)*

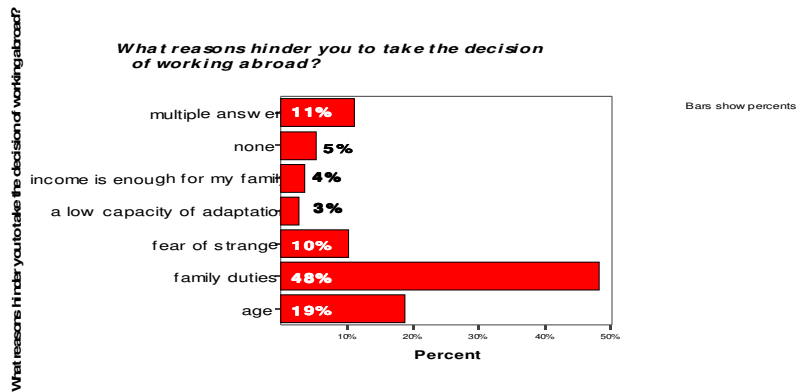


Fig. 41

The main impediment that may interfere in case of decision of working abroad is family duties; it was indicated by 48,3% of respondents. Age occupied second position.

<i>What reasons hinder you to take the decision of working abroad? Vs. Marital status</i>			Marital status		Total
			Married	Unmarried	
What reasons hinder you to take the decision of working abroad?	Age	% Of Total	14,8%	3,9%	18,7%
	Family duties	% Of Total	39,6%	8,7%	48,3%
	Fear of stranger	% Of Total	3,4%	6,9%	10,3%
	A low capacity of adaptation	% Of Total	1,4%	1,4%	2,8%
	Income is enough for my family	% Of Total	2,8%	0,8%	3,6%
	None	% Of Total	3,2%	2,2%	5,3%
	Multiple answer	% Of Total	8,5%	2,6%	11,0%
Total	% Of Total	73,6%	26,4%	100,0%	

Tab. 25

Related to reasons that hinder the migration for labour, family duties are mainly linked to marriage. In the same time, those who consider sufficiently their earnings and don't think to migration for labour are, the most part, married (in this situation we may consider the possibility of an additional earning from other husband).

What salary make you ignore an offer of working abroad?

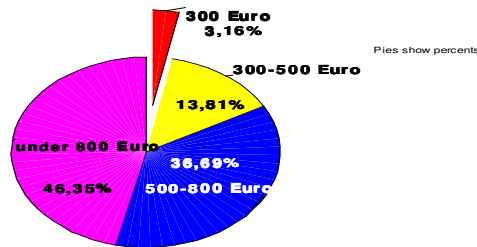


Fig. 42

Over 36 % of respondents considers that a salary between 500-800 Euro make them to ignore the possibility of working abroad; over 46% choose a salary over 800 Euro for the same reason. That level of salaries' expectation is more increased related to those existent at this time; however, expectations are lower then salaries in EU states on healthcare domain.

What salary makes you ignore an offer of working abroad? vs. Are you tempted to work abroad for an attractive salary?			Are you tempted to work abroad for an attractive salary?			Total
			Yes	No	I don't know	
What salary makes you ignore an offer of working abroad?	300 Euro	% Of Total	1,8%	0,8%	0,6%	3,2%
	300-500 Euro	% Of Total	8,5%	3,2%	2,0%	13,6%
	500-800 Euro	% Of Total	23,7%	8,7%	4,3%	36,7%
	Under 800 Euro	% Of Total	31,0%	11,0%	4,3%	46,4%
	Non answer	% Of Total		0,2%		0,2%
Total		% Of Total	64,9%	23,9%	11,2%	100,0%

Tab. 26

The correlations of questions indicate that same observation: economical motivation. The bigger part of those who are tempted to work abroad wants a salary over 500 Euro (23,7%) or over 800 Euro (31%). Another aspect is represented by lower salaries in Romania in healthcare system, as it emerge in diagram below:

Are you content about last increase of salary ?

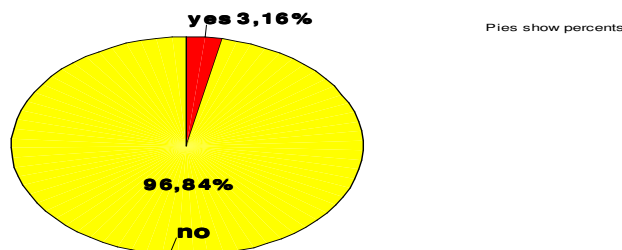


Fig. 43

**Are you member of trade-union?**

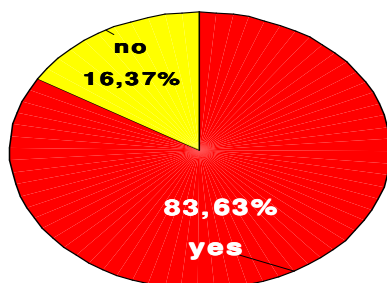


Fig. 44

The results show over 83% of respondents is trade union members.

<i>Are you member of trade union? Vs. Do you believe that yourself can protect your economical and socio-professional interests?</i>			You believe that yourself can protect your economical and socio-professional interests?			Total
			Yes	No	I don't know	
Are you member of trade union?	Yes	% Of Total	8,7%	66,7%	8,3%	83,6%
	No	% Of Total	2,6%	10,5%	3,4%	16,4%
Total		% Of Total	11,2%	77,1%	11,6%	100,0%

Tab. 27

66,7% of respondents, who are members of trade union, consider that they are incapacitate for defend alone their interest and that suggest this as main reason of adherence to a trade union; Even are trade union members, 8,7 % of respondents consider that they can defend alone their rights and this result may indicates to search the reasons of adherence to a trade union in other place.

<i>Are you member of trade union? Vs. Are you informed about your rights as employee?</i>			Are you informed about your rights as employee?			Total
			Yes	No	I don't know	
Are you member of trade union?	Yes	% Of Total	51,9%	25,8%	5,9%	83,6%
	No	% Of Total	10,5%	5,3%	0,6%	16,4%
Total		% Of Total	62,3%	31,2%	6,5%	100,0%

Tab. 28

A concerning percentage of trade union members (28,5% of respondents) declare that aren't informed about their employees' rights (here we should add the 5,9% who don't know the subject). The fact indicates a deficiency of health care trade union. If we analyse we observe a similar situation of non-members as percentage.

Are you member of trade union? Vs. Do you know the following acts?			Do you know the following acts?							Total
			The Code of Working	The Trade Union Law	The Collective Working Contract	L no 95/2006	None	Multiple answer (more than one)	All	
Are you member of trade union?	Yes	% Of Total	11,2%	2,0%	26,2%	0,8%	18,3%	20,1%	4,9%	83,6%
	No	% Of Total	3,7%	0,4%	2,6%		4,7%	3,7%	1,2%	16,4%
Total		% Of Total	15,0%	2,4%	28,8%	0,8%	23,1%	23,9%	6,1%	100,0%

Tab. 29

Only approximate 26,2% of trade union members knows the Collective Working Contract. To them is add a percent of 25% of respondents who know more than one or all documents/acts (20,1% plus 4,9%). Approximate 25 % don't know either of specified documents.

**Do you believe that yourself can protect your economical and socio-professional interests?**

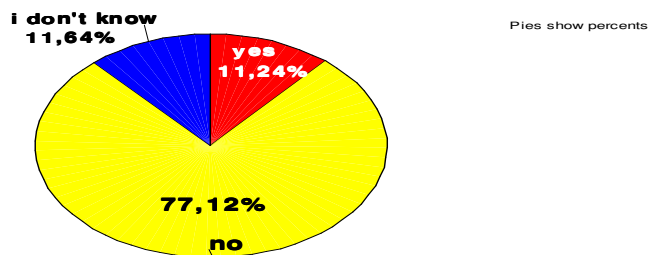


Fig. 45

77% of investigated population consider that cannot defend alone their socio-professional interest that it means they are conscios they need help offered by an organization.

**Do you believe that syndical activity involves duties only for board of trade-union?**

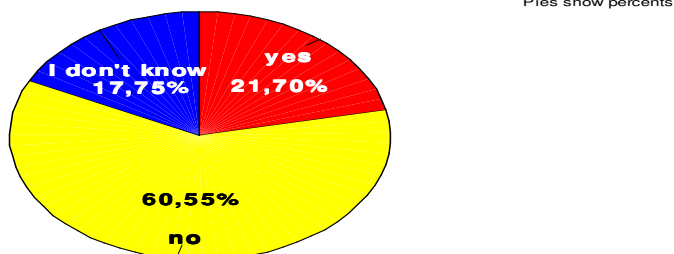


Fig. 46

<i>Are you member of trade union? vs. Do you believe that syndicalism activity involves duties only for board of trade union?</i>		Do you believe that syndicalism activity involves duties only for board of trade union?			Total	
		Yes	No	I don't know		
Are you member of trade union?	Yes	% Of Total	19,1%	51,7%	12,8%	83,6%
	No	% Of Total	2,6%	8,9%	4,9%	16,4%
Total		% Of Total	21,7%	60,6%	17,8%	100,0%

Tab. 30

Approximate 25% of trade union members consider that all activity of organization must perform by leadership, approximate 15% cannot pronounce an opinion and only 61,8% don't limit for leadership the responsibility of trade union activity. That is the image of trade union activity perception for its members.

**Are you interested for a position in the board of trade-union?**

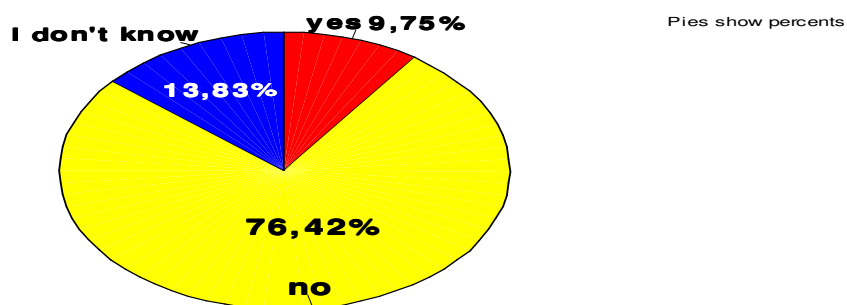


Fig. 47



Are you member of trade union? Vs. Are you interested for a position in the board of trade union?			Are you interested for a position in the board of trade union?			Total
			Yes	No	I don't know	
Are you member of trade union?	Yes	% Of Total	8,7%	63,9%	11,0%	83,6%
	No	% Of Total	2,2%	11,6%	2,6%	16,4%
Total		% Of Total	10,8%	75,5%	13,6%	100,0%

Tab. 31

Only 8,7% of members declare their interest for a place in organization board; it means that this form of stimulation in activity can be use only for them.

**Did you had troubles in your relationship with employer ?**

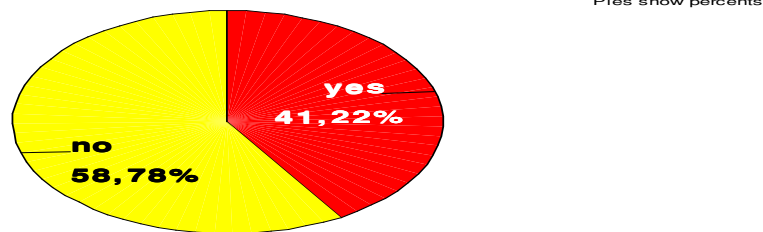


Fig. 48

Over 41% of respondents declare they had problems in relationship with employer, percentage closely to the percentage of respondents who declare that their rights are not respected. (See figure no. 15)

**In your opinion, who is responsible for information about rights and obligations at your workplace?**

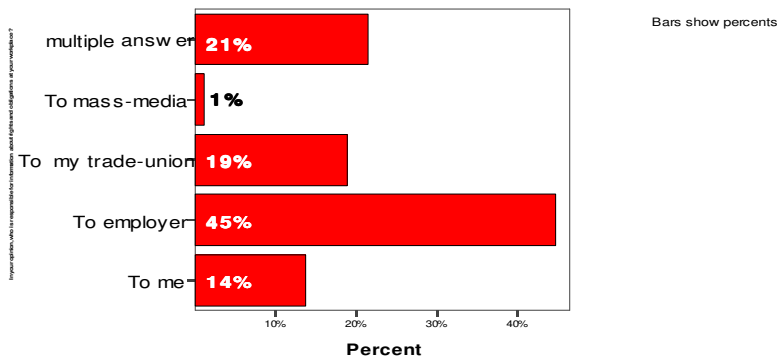


Fig. 49

*2007 quality of professional life of medical staff and tendency of working abroad (2007)*

<i>Are you member of trade union? Vs. In your opinion, who is responsible for information about rights and obligations at your workplace?</i>			In your opinion, who is responsible for information about rights and obligations at your workplace?					Total
			To me	To employer	To my trade-union	To mass-media	Multiple answer	
Are you member of trade union?	Yes	% Of Total	10,1%	35,5%	17,9%	0,6%	19,5%	83,6%
	No	% Of Total	3,7%	9,1%	1,0%	0,6%	2,0%	16,4%
Total		% Of Total	13,8%	44,6%	18,9%	1,2%	21,5%	100,0%

Tab. 32

Only 21,4 % of trade union members considers trade union responsibility for members' information about rights and obligations as employee. Answers underlie the deficiency of information regarding the trade union role.

***How do you appreciate your interest for syndical activity in institution?***

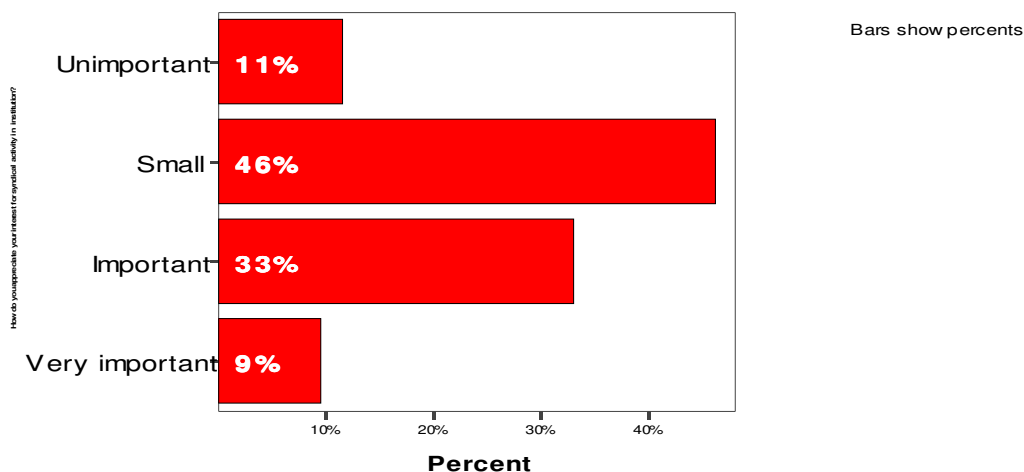


Fig. 50

<i>Are you member of trade union? Vs. How do you appreciate your interest for syndicalism activity in institution?</i>			How do you appreciate your interest for syndicalism activity in institution?				Total
			Very important	Important	Small	Unimportant	
Are you member of trade union?	Yes	% Of Total	8,7%	30,6%	39,1%	5,3%	83,6%
	No	% Of Total	0,8%	2,4%	7,1%	6,1%	16,4%
Total		% Of Total	9,5%	32,9%	46,2%	11,4%	100,0%

Tab. 33

A percent of 53 % of trade union members manifest a very little interest or not at all for trade union activity in their institution. In the same time, 2,4% of not members manifests an important interest for trade union activity, fact that suggests regarding them as potential members.

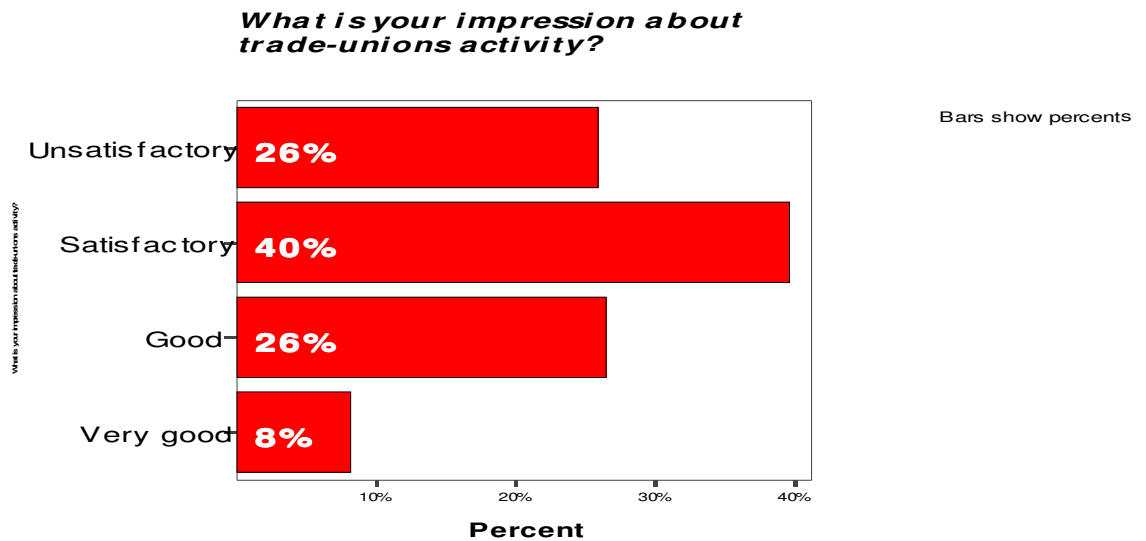


Fig. 51

Are you member of trade union? Vs. What is your impression about trade-unions activity?			What is your impression about trade-unions activity?				Total
			Very good	Good	Satisfactory	Unsatisfactory	
Are you member of trade union?	Yes	% Of Total	7,7%	23,5%	32,7%	19,7%	83,6%
	No	% Of Total	0,4%	3,0%	6,9%	6,1%	16,4%
Total		% Of Total	8,1%	26,4%	39,6%	25,8%	100,0%

Tab. 34

Approximate 19,7 % of trade union members declares unsatisfactory for trade union activity and approximate 32,7% satisfactory; this fact indicate a serious problem regarding the trade union activity, or the manner of this activity promotion.

*2002 quality of professional life of medical staff and tendency of working abroad (2007)*

<i>What is your impression about trade-unions activity? Vs. Do you involve in your trade-union activities?</i>			<i>Do you involve in your trade-union activities?</i>			Total
			Yes	No	Rarely	
What is your impression about trade-unions activity?	Very good	% Of Total	5,5%	1,0%	1,6%	8,1%
	Good	% Of Total	6,7%	11,0%	8,7%	26,4%
	Satisfactory	% Of Total	5,5%	19,1%	15,0%	39,6%
	Unsatisfactory	% Of Total	3,7%	15,6%	6,5%	25,8%
Total		% Of Total	21,5%	46,7%	31,8%	100,0%

Tab. 35

The positive correlation between these two questions seems to suggest a connection between appreciation of respondents for trade union activity and the weak or inexistent involving in trade union activities.

*Do you involve in your trade-union activities?*

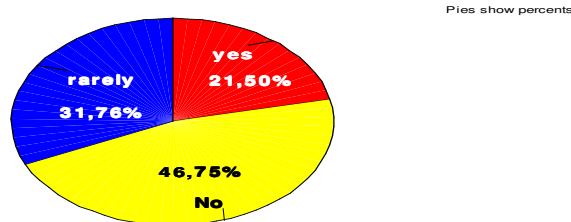


Fig. 52

<i>Are you member of trade union? Vs. Do you involve in your trade-union activities?</i>			<i>Do you involve in your trade-union activities?</i>			Total
			Yes	No	Rarely	
Are you member of trade union?	Yes	% Of Total	20,5%	33,9%	29,2%	83,6%
	No	% Of Total	1,0%	12,8%	2,6%	16,4%
Total		% Of Total	21,5%	46,7%	31,8%	100,0%

Tab. 36

33,9 % of members doesn't involve at all in trade union activities, other approximate 29,2 % rarely involves. In conclusion, only 20,5 % of members is effectively and continuously involving in activities. The results show a very modicum involve in trade union activity.

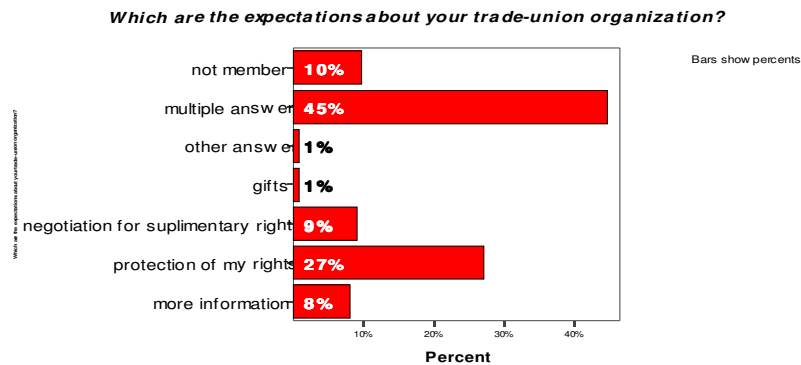


Fig. 53

The expectances of trade union members refer especially to: protection of rights, negotiation of additional rights, and better information. A big percentage of respondents (45 %) combined less two options.

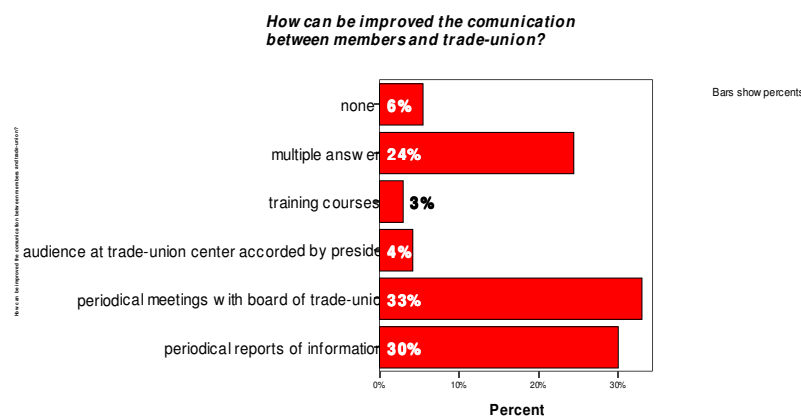


Fig. 54

The respondents appreciated that a straight communication between members and organisation would be realised by: periodical meetings with trade union board (33%), periodical reports for member information (30%). Lower percentage registers the option for audiences gave by president (4%) or for training courses (3%).

**CONCLUSIONS:**

The study purposes an evaluation of present appreciation of professional life's quality in healthcare system related with results obtained in a former research with same subject. Therewith, it was followed the dynamics of interest for labour migration at this moment, when Romania became an UE member and the opportunities for better jobs and

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higher salaries increase. Another intent was to determine the interest of employees for trade union - as organisation constitutes to protect their rights and interests.

The research results disclose:

- ❖ Globally, as results show, there are not major mutations regarding the dynamics of professional status comparative with the former study.
- ❖ The employees appreciated in a negative way the health care situation. Thus:
  - The percent of person declared unsatisfactory by health care reform results is big (45,35%) reported to results gave constantly by authorities. If we also consider the big percent of those partly content (51,7%) it emerges an overwhelming proportion of subjects who don't agree the governess point of view.
  - Comparative to 5 years ago, only 36% of respondents consider the health care situation better or bringing to normal.
- ❖ The employees appreciate in a negative way healthcare system situation. Hereby:
  - The percentage of those who don't appreciate reform results (45,35%) is big related to results communicated by authorities. If we consider the proportion of those who are somehow content for these results (51,7%), we can appreciate that a massive proportion of respondents don't share governments' opinion.
  - Only 36 % of respondents consider the present condition of healthcare system better or bringing to normal related to 5 years ago, although they appreciate, even indirectly, the results of reform. A percentage of 65% consider healthcare situation unchanged or worst.
  - Approximate 40 % of respondents consider that working condition don't allow or allow in a small extent to perform health care of quality
  - The answers show insufficiency of funds and bad administration of existing funds like major causes of system issues. To remark that 19 % consider the interference of politic interests in system managing as an important cause.
- ❖ It has been ascertain an insufficient motivation of medical staff. Thus:
  - Employees doesn't feel an inadequate appreciation for their work and that is connected to a weak motivation for labour; respectively the appreciation is in proportion with motivation
  - The big percent of respondents considering that cannot influence the decision in their activity suggests an absence of a cohesive work team where every member can be listen and manifest interest for a good development of activity
  - It has been ascertain a significant loss of motivation for about 50 %; the respondents doesn't consider motivated in their profession; related to 2006 is obviously a great diminution of motivation
  - We can observe the tight relation between the insufficiency of earnings and lack of professional motivation; almost half of respondents indicate this situation. The same matter was indicated by correlation between motivation and wage increase promised by government, the percent is situated also approximately to 50 %.

- Only 58, 85 % of respondents appreciate the respect of their rights as employee.
  - It is distinguished a constantly lack of interest for health reform. Thus, a few respondents declare they know the law regarding health reform (L no.95/2006); that may be a consequence of deficiencies in employee's information regarding these
- ❖ The tendency of medical staff for working abroad maintains to concerning levels. Thus:
- 64,89 5 of respondents declared the temptation of a perspective regarding a hiring abroad for more attractive salaries.
  - 85,6% of interrogated persons declared they have colleagues working abroad.
  - For approximate 61% of respondents Romania's integration in EU represent also an opportunity for better jobs in member- states of union.
  - Too small salaries represent the main reason of medical staff migration. Thus, over 36% of respondents ignore the possibility of working abroad for a salary between 500-800 Euro and for the same reason, over 46% choose a salary over 800 Euro. All these indicate that level of salaries' expectation is more increased related to the existent at this moment, however this level of expectation is lower then salaries in EU states on healthcare domain.
  - Regarding trade union organisation, the results confirm a weak attention and involvement in professional matters- understand in a collective significance, fact due by an improper information and communication between employees and organization.

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