Rural and Remote Licensed Practical Nurses' Perceptions of Working Below Their Legislated Scope of Practice

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Table 1. Unadjusted and adjusted odds ratios for LPNs working below scope of practice

	n[a]	Below SOP *n* (%)	Within SOP *n* (%)	Unadjusted OR (95% CI)	Adjusted OR[b] (95% CI)
Gender					
Male	65	16 (24.6)	49 (75.4)	1.45 (0.81–2.60)	1.43 (0.71–2.88)
Female (ref)	1099	202 (18.4)	897 (81.6)	1.0	1.0
Age (years)					
‹30	126	33 (26.2)	93 (73.8)	2.90 (1.71–4.91)***	2.13 (1.04–4.39)*
30–34	115	28 (24.3)	87 (75.7)	2.63 (1.52–4.55)***	1.77 (0.86–3.63)
35–39	104	25 (24.0)	79 (76.0)	2.58 (1.47–4.56)***	1.67 (0.81–3.46)
40–44	124	25 (20.2)	99 (79.8)	2.06 (1.18–3.61)*	1.65 (0.83–3.27)
45–49	138	29 (21.0)	109 (79.0)	2.17 (1.27–3.71)**	1.74 (0.88–3.41)
50–54	198	37 (18.7)	161 (81.3)	1.88 (1.14–3.09)*	1.62 (0.90–2.90)
55+ (ref)	330	36 (10.9)	294 (89.1)	1.0	1.0
Career stage					
Early career	485	119 (24.5)	366 (75.5)	3.87 (2.41–6.22)***	2.38 (1.24–4.58)**
Mid–early career	229	42 (18.3)	187 (81.7)	2.68 (1.56–4.60)***	1.77 (0.90–3.49)
Mid–late career	195	39 (20.0)	156 (80.0)	2.98 (1.72–5.17)***	2.41 (1.25–4.64)**
Late career (ref)	297	23 (7.7)	274 (92.3)	1.0	1.0
Work confidence					
Extremely low	0	0.0	0.0	.	.
Somewhat low	87	25 (28.7)	62 (71.3)	1.66 (0.96–2.87)	1.30 (0.56–3.05)
Somewhat high	826	141 (17.1)	685 (82.9)	0.85 (0.60–1.19)	0.88 (0.51–1.53)
Extremely high (ref)	286	56 (19.6)	230 (80.4)	1.0	1.0

	n[a]	Below SOP *n* (%)	Within SOP *n* (%)	Unadjusted OR (95% CI)	Adjusted OR[b] (95% CI)
Work competence					
Extremely low	0	0.0	0.0	.	.
Somewhat low	36	12 (33.3)	24 (66.7)	1.79 (0.86–3.73)	1.11 (0.39–3.21)
Somewhat high	781	127 (16.3)	654 (83.7)	0.70 (0.51–0.95)*	0.65 (0.39–1.06)
Extremely high (ref)	385	84 (21.8)	301 (78.2)	1.0	1.0

	n	Mean ± SD (Range)	Mean ± SD (Range)		
Job Resources: Supervision, recognition and feedback[c]	1171	11.05 + (3.83) (4–20)	12.69 + (3.76) (4–20)	0.90 (0.86–0.93)***	0.98 (0.93–1.04)
Job Resources: Staffing and time[c]	1174	10.24 + (3.66) (4–20)	11.33 + (3.44) (4–20)	0.91 (0.88–0.95)***	1.01 (0.95–1.07)
Job Resources: Autonomy and control[c]	1172	10.94 + (3.26) (4–20)	13.09 + (2.71) (4–20)	0.78 (0.74–0.82)***	0.79 (.73–.84)***
Job Demands: Isolation[c]	1109	7.27 + (2.16) (3–14)	6.66 + (1.78) (3–15)	1.18 (1.10–1.28)***	0.95 (0.86–1.06)
Job Demands: Comfort with working conditions[c]	1182	10.32 + (2.61) (4–20)	9.50 + (2.39) (4–18)	1.14 (1.08–1.21)***	1.06 (0.98–1.15)
Perceived Stress[c]	1184	9.63 + (2.94) (4–17)	9.20 + (2.79) (4–18)	1.06 (1.00–1.11)*	0.96 (.90–1.02)

Note. Reference category (ref) denotes lack of characteristics. Hosmer–Lemeshow.: $\chi 2 = 6.82$, df = 8, p value= 0.556;
c statistic = 82.6; Nagelkerke R square = 0.196
CI = confidence interval; LPN = licensed practical nurse; OR = odds ratio; SD = standard deviation; SOP = scope of practice.
a Unadjusted sample n = 1,206.
b Adjusted sample $n = 987$.
c Continuous variable presented with mean + SD (range)
* $p \leq 0.05$.
** $p \leq 0.01$.
*** $p \leq 0.001$.