

Nurses' Job Satisfaction: An Editorial by Dorothy M. Wylie, Editor

Job satisfaction for nurses has been a provocative issue for the profession over the years. Initially it was the hard manual labour associated with nursing tasks and functions, then the recognition of inadequate compensation for the role and its association with women's work (which we should be grateful to do as a service to others).

Latterly restructuring, downsizing and the initiation of new roles to assist nurses have entered the scene. Lack of sufficient nurses in the work setting, as well as lack of consultation on how structures should be altered have furthered the disgruntlement of nurses.

Young nurses feel disenchanting as they have been unable to enter the full-time workforce and have had to leave for other countries or be shunted into part-time work. Fewer young people are choosing the profession to compound the nurse staffing issues of today and the future.

Tourangeau and colleagues report on the evaluation of a project to introduce unlicensed assistive personnel into a community hospital setting which did not demonstrate the positive results expected.

Burke and Greenglass look at nursing from another perspective regarding preferences for part-time or full-time work and its effect on family life satisfaction. This study also points out the impact of today's decisions about staffing patterns in relation to younger nurses entering the

workforce.

Chaboyer et al., examine job satisfaction in a remote Australian teaching hospital. Although in another country, there are similarities to issues for nurses working in remote parts of Canada. The studies also highlight the differentiation among nurses about job satisfaction which leads to a need for more flexibility in staffing in order to achieve the most positive results for all - patients and nurses. Unfortunately cut-backs have decreased flexibility rather than enhancing it.

Nurses, however, are not widgets and this fact seems to be coming to light as nurses across the country take action to protect their rights and their profession. Each province is facing major problems and union discontent.

We report on the Ontario task force formed by the provincial government to examine nursing services in the province. These recommendations could be applicable country-wide and we await the actual outcomes of the initiatives recommended.

The leader profiled in this issue is Alena Jean MacMaster from New Brunswick who was a pioneer in the development of the profession and health care in that province and nation wide. Reading the struggles of the early nursing advocates reminds us that the struggle once begun is never ending.

Lastly, I would draw your attention to the Call for Manuscripts on page 2 of the Journal and specifically the future themes. You and your colleagues are encouraged to submit an article for review and possible future CJONL publication.