

「訪問看護の看護実践環境尺度」(英語版, English version)

The Nursing Practice Environment Scale for Home Health Care (NPES-HHC)

Instruction: Please circle the appropriate number that applies to your current working conditions for each subject. (Please answer according to your current position as a manager or staff member.)

		Strongly disagree	disagree	agree	Strongly agree
1	A nurse manager who is a good manager and leader. ( PES-NWI )	1	2	3	4
2	Supervisors use mistakes as learning opportunities, not criticism. ( PES-NWI )	1	2	3	4
3	A nurse manager who backs up the nursing staff in decision-making, even if the conflict is with a physician. ( PES-NWI )	1	2	3	4
4	A supervisory staff that is supportive of the nurses. ( PES-NWI )	1	2	3	4
5	Managers monitor the work of staff members and support them in order to develop their ability.	1	2	3	4
6	Nursing administrators consult with staff on daily problems and procedures. ( PES-NWI )	1	2	3	4
7	Praise and recognition for a job well done. ( PES-NWI )	1	2	3	4
8	Managers apprise nursing staff of their contributions to the home care agency's revenue.	1	2	3	4
9	Active staff development or continuing education programs for nurses. ( PES-NWI )	1	2	3	4
10	Career development/clinical ladder opportunity. ( PES-NWI )	1	2	3	4
11	A preceptor program for newly hired RNs. ( PES-NWI )	1	2	3	4
12	An active quality assurance program. ( PES-NWI )	1	2	3	4
13	There is a support system for advancing your own career in a specific area.	1	2	3	4
14	There are opportunities for all nursing staff members, full-time and part-time, for learning how to provide high-quality care. (E.g., outside seminars, in-service, case study.)	1	2	3	4
15	A clear philosophy of nursing that pervades the patient care environment. ( PES-NWI )	1	2	3	4
16	The work environment allows you to share your opinions or questions based on your nursing judgment with your colleagues (nurses or other disciplines), either directly or via another person.	1	2	3	4
17	The work environment allows you to share your opinions or questions based on your nursing judgment with professionals in other agencies, either directly or via another person.	1	2	3	4
18	The agency staff members consider mistakes as learning opportunities rather than occasions for blaming.	1	2	3	4
19	The staff members of this agency help each other.	1	2	3	4
20	The nursing staff of this agency and other disciplines work as a team.	1	2	3	4
21	You are working with experienced nurses with broad knowledge of home care systems.	1	2	3	4
22	There is a system for dealing with complaints from patients or family members in a timely manner.	1	2	3	4
23	There is a system for notifying case managers about concerns raised by patients or family members via phone calls.	1	2	3	4
24	You can report your questions or concerns about your patient visits to your supervisor, and consult with her/him, on the same day they arise.	1	2	3	4
25	Your agency can give you advice immediately when you contact them as you are having problems at a patient's house.	1	2	3	4
26	There is a system of joint visits with your peers or manager as needed.	1	2	3	4
27	Your current workload allows you to have enough time for your private life or family.	1	2	3	4
28	Overtime work is rare.	1	2	3	4
29	Your days off are assured.	1	2	3	4
30	Your work schedule is flexible and able to be adjusted in case of emergency.	1	2	3	4
31	Individual nurses can choose their work schedule to fit their lifestyle. (E.g., AM only, certain days of week, every day)	1	2	3	4
32	Collaboration (joint practice) between nurses and physicians. ( PES-NWI )	1	2	3	4
33	A lot of teamwork between nurses and physicians. ( PES-NWI )	1	2	3	4
34	Physicians and nurses have good working relationships. ( PES-NWI )	1	2	3	4
35	A case manager who visits clients may change their assigned clients as needed, considering their compatibility.	1	2	3	4
36	A case manager who visits clients is assigned based on consideration of his or her experience, and strong and weak points.	1	2	3	4
37	A case manager who visits clients can switch her/his assigned clients as needed, based on aspects of the maintenance or improvement of the quality of care.	1	2	3	4

Note 1: Items with (PES-NWI) are identical to the PES-NWI items with the same name. A nurse case manager: the home healthcare nurse for patient A who has the primary responsibility for the patient.

Note 2: The subscale scores are calculated as an average of the items constituting each subscale; the range is from 1 to 4, for each subscale. The composite is calculated as the mean of the five subscale scores; the range is from 1 to 4. The name of subscales and the items that constitute the subscales are as follows:

No *	Subscale	Items
1	Nurse manager ability, leadership, and support of nurses-HHC	1 to 8
2	Nursing foundations for quality of care-HHC	9 to 15
3	Good relationships among multiple disciplines inside and outside of the organization	16 to 21
4	System for sharing the information required for care	22 to 26
5	Personnel system that enables work-life balance	27 to 31
6	Collegial nurse-physician relations-HHC	32 to 34
7	Appropriate assignment of a nurse case manager	35 to 37

\* Numbers are shown to make the number of subscales easier to understand, but the order has no particular meaning.