Benefits of Implementing Healthy Work Environment Standards

Workplaces that have actively implemented any of the six AACN Healthy Work Environment Standards (HWES) had superior results to those that have not.

Intent to Leave Job
Fewer nurses in HWES implemented units say they intend to leave.
- 26% (HWE Standards Implemented)
- 52% (HWE Standards NOT Implemented)

Experience Moral Distress
Nurses in HWES implemented units say they experienced moral distress less often.
- 36% (HWE Standards Implemented)
- 58% (HWE Standards NOT Implemented)

Appropriately Staffed
Nurses in HWES implemented units report better staffing.
- 44% (HWE Standards Implemented)
- 16% (HWE Standards NOT Implemented)

Perceived Patient Care Quality
Nurses in HWES implemented units report better patient care quality.
- 84% (HWE Standards Implemented)
- 53% (HWE Standards NOT Implemented)

These findings are part of the 2021 National Nurse Works Environments study. The full report is available in the October 2022 issue of Critical Care Nurse.