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Less job stress with 12-hour shifts

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Extended work shifts of 12 hours or more have become a common scheduling strategy for nurses in several countries, though this is not the case in Norway. There, many managers, nurses, and union representatives have expressed concerns about whether nurses can function effectively while working long shifts. This study thus aimed to examine how long shifts influence nursing outcomes such as stress, continuity, and responsibility in Norwegian nursing homes. Data were collected during in-depth interviews with 16 nurses employed at four different nursing homes who have worked 12–14-hour shifts. Results suggest that long shifts actually reduce stress and increase both work continuity and accountability, though these positive impacts of long shifts occur primarily when all departmental staff work long shifts. Furthermore, fewer shift changes mean more time spent with patients and better communication.

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