

Nurses Working Beyond Retirement Age

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Abstract – This study aimed to assess nurses who are working even beyond retirement age. Quantitative design with fifty (50) respondents from selected hospitals in Batangas was purposively chosen as respondents in the study. Results revealed that respondents preferred to work beyond retirement age because of certain reasons such as dedication, benefaction, satisfaction and necessity. Nurses working beyond retirement age agreed that it will help boost their physical, emotional and social capabilities. The study revealed that nurses working beyond retirement age are still capable of doing their duties and responsibilities within their limitations. Moreover, Nurses work beyond retirement age because it gives them both the opportunity to continue utilize their professional skills and the opportunity to continue their professional commitment in helping improve the lives of other people. Lastly, the respondents disagreed that incidence of work-related injuries was encountered due to the fact that retired nurses are physically fit and healthy.

Keywords – Retirement, Retirement Age, Nurses

INTRODUCTION

There is no better source of wisdom than the people who have lived a long time. The wealth of wisdom that only the elderly can impart and the relationships with past generations can give us a deeper understanding and even make us more comfortable with our own aging and eventually with our own mortality.

It is a truth universally acknowledged that older nurses have years of experience and skills in caring for people. This is a skill that could not be lost, they are the best persons to look for when mentoring and grooming the next generation of workers. Moreover, they are the epitome of dedication and the symbol for serving those in need without limitation. Some nurses, when they reach their retirement age, decide to exit their chosen profession but others stay out of passion and dedication.

For many, retirement will indeed no longer signal the end of working, but more so a career and lifestyle transition. Many people choose to retire when they are

eligible for private or public pension benefits, although some are forced to retire when physical conditions no longer allow the person to work anymore or as a result of legislation concerning their position. However, a person may retire at whatever age they please.

There are many reasons why many nurses choose to retire from their jobs, including being stressed, feeling worn out and not wanting to keep up with the quick pace of technological change. Unfortunately, even after retiring, many people still need to work for financial reasons. Others simply want to continue working, but at a more comfortable and convenient environment.

Lazerna [1] stated that any employee may be retired upon reaching the retirement age established in the collective bargaining agreement or other applicable employment contract. In the absence of retirement plan or agreement providing for retirement benefits of employees in the establishment, an employee upon reaching the age of sixty years or more, but not beyond sixty-five years which is the compulsory retirement age, and who has served at least five years in the said establishment, may retire.

According to PubMed Health [2], forty percent of nurses in the workforce will be over the age of 50 between the years of 2010 and 2020. They also stated that older nurses are the fastest growing cohort in the healthcare workforce. Nurses keep their positions for so long because they can feel that it is a rewarding and lucrative career. Moreover, some nurses retire for a change of scenery, more than a change of pace.

Furthermore, the researchers undertake this study in order to assess the perception of nurses who are still working even if they are over their working age. Moreover, this study is made in order to know the reasons why they still chose to work, acknowledging the fact that they have the right to legally retire.

Theoretical Framework

The basis of this study is Abraham Maslow's "Hierarchy of Needs". According to this theory it is an important factor for each of us to attain our goals or

motivation to look forward to. Every level of this need is significant in order for us to feel happy and contented. Every human being needs to fulfill in order to accomplish or have this very high level of self-actualization

The level of Abraham Maslow's theory includes (1) psychological need which is the first and the most important that a person requires such as food, shelter and clothes but are not limited to this. They are those needs that must be met for life to be bearable. (2) Safety needs are those that come after physiological needs. They include such requirements such as job satisfaction, security and financial freedom. The safety needs are in two parts that which satisfy the physical and which satisfy emotional needs. Next is the (3) love and belonging needs which can be found it with friendships, family and sexual intimacy. Then (4) esteem needs comes thereafter, they are the likes of social status, self-respect, recognition, and accomplishment. This category too serves to fulfill the emotional requirements. The last level in hierarchy of need is self-actualization which comes after all the other needs have been met. In this level a person seeks to have wisdom instead of knowledge, questions the meaning of life and values such as truth and justice are central to his life (5) the top part in the chart in Maslow's theory self-actualization, morality, creativity, problem-solving and acceptance of facts takes place.

Maslow's hierarchy of needs is related in this study because the five areas of Abraham Maslow's theory contribute to the quality life for the aging rather than the common health care focus of prolonged life. Nowadays having a prolonged life is not enough unless it is joined with quality of life. Abraham Maslow's theory of Hierarchy of needs can improve the quality of life of elderly people by achieving the highest level of satisfaction, self-esteem, and self-actualization.

Conceptual Framework

Retirement is the point in time when an employee chooses to leave his or her employment permanently. Eligibility for public and private retirement resources varies from country to country as does the retirement age. An employee may choose retirement for reasons other than the wish to stop working. Employees may suffer ill health or debilitating physical problems that require retirement. Family problems and responsibilities may require retirement.

Once, retirement meant collecting your last paycheck at 65, saying so long to your co-workers and closing the door for good on your working life. No more. Over the last 20 years, the number of people who have stayed on the job past 65 has steadily increased, not necessarily

because they need the money (although for many, that's true) but also because society has changed. More women are participating in the workforce -- and staying in it longer. Workers have become healthier and more educated, and jobs are less strenuous, which means that more people are willing and able to work longer. Even the definition of retirement has changed. Rather than retire altogether, many older workers are phasing out of one career and into another [3]. Many retirements will indeed no longer signal the end of working but more so a career and lifestyle transition where the retiree has multiple options. However, Healthfield S. [4] conceptualized that the reasons for working beyond retirement age has a connection on post retirement status of the respondents.

Conceptual Paradigm

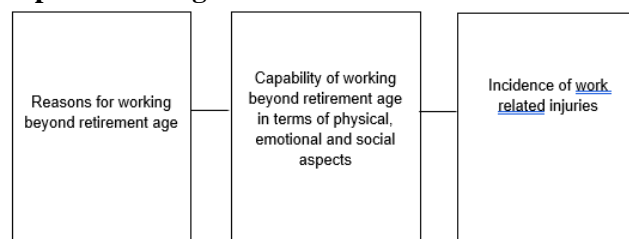


Figure 1. Nurses Working Beyond Retirement Age

Figure 1 shows the conceptual framework paradigm of the study entitled "Nurses Working Beyond Retirement Age." The first box are the reasons for working beyond retirement age. The Second box shows if the respondents are capable of working beyond retirement age in terms of physical, emotional and social aspects and lastly the third box shows written the incidence of work-related injuries encountered by the respondents.

OBJECTIVES OF THE STUDY

This study aimed to determine the post retirement work of the respondents. Specifically, it determined the reasons for working beyond retirement age; it also identified if the respondents are capable of working beyond retirement age in terms of physical, emotional and social aspects and; lastly it identified the incidence of work-related injuries encountered by the respondents.

METHODS

This part presents the research methods and procedures utilized in the study and are useful in gathering, analyzing and interpreting data.

Research Design

The researchers used quantitative methods to determine the reasons for working beyond retirement age, to identify if the respondents are capable of working beyond retirement age in terms of physical, emotional and social aspects and lastly to identify the incidence of work-related injuries encountered by the respondents. This is to summarize and examine relationships among variables but does not involve manipulation or control of the independent variable.

Participants of the Study

The researchers selected the nurses working beyond retirement age whose ages are 60 and above in Batangas Province. Fifty (50) participants participated in the said study. Purposive sampling was used in selecting participants who are nurses working beyond their retirement age.

Table 1. Profile of the Respondent in terms of Post Retirement Position N= 50

Variable	f	%
Chief Nurse	8	16%
Supervisor	17	34%
Head Nurse	12	24%
Staff Nurse	5	10%
Clinical Instructor	6	12%
School Nurse	1	2%
Company Nurse	0	0%
Public Health Nurse	1	2%

Table 1 presents the profile of the respondents in terms of post retirement work. Throughout our nursing careers, we've all had interactions with nurse supervisors, who are in charge of the hospital in the absence of unit managers, directors, and administrators. The highest percentage of respondents' position is supervisor, with a frequency of 17 or 34 percent. This is due to the fact that in a hospital, depending on the size, there may be one or more supervisors working in each shift and there is only one chief nurse. Moreover, the next available higher positions after the chief nurse would be the supervisors. On the other hand, the Chief Nurse cannot be replaced unless he or she resigned or retired in the position.

According to Paradisi, J. [5] Older nurses are not abandoning high acuity specialty units either. Age, once a factor in the decision to transfer into lower acuity units, is now offset by technologies that make staying easier. For example, monitors that record ICU patients' vital signs directly into the electronic medical record save steps and energy. Smart pumps now calculate complex infusion drip rates. Hoyer lifts reduce back and muscle

strain, previously a destroyer of many a nurse's career longevity.

Furthermore, Weaver, S., H. [6] mentioned that instead of taking care of patients, the supervisor is taking care of the nursing staff. This supervisor is always acting as a role model and may guide a new registered nurse in the charge nurse role or mentor nurses regarding their career, whether continuing their education, obtaining certification, or moving to another position.

Childers [7] noted that when a retired nurse is looking for job to keep their skills current and pick up some extra cash, they have an edge. With the current nursing shortage, the healthcare industry offers a wide selection of part-time, on-call and even seasonal job opportunities for retired RNs. Some of the options are work in home health, a school nurse substitute or a staff in clinics.

Data Gathering Instrument

The main research instruments used in this study are the self-made questionnaire and the interview guide developed by the researchers to gather the necessary information. The questionnaire has four parts. The first part is about the post retirement work of the respondents. The second part is the reasons of working beyond retirement age. The third part is their capabilities in working beyond retirement age in terms of physical, emotional and social aspect and the last part is about the work-related injuries that the nurses working beyond their retirement age have experienced.

Data Gathering Procedure

The researchers created a self-made questionnaire which is checked and validated by the assigned clinical instructor and panels. A letter of consent from the Dean of College to distribute the questionnaire was secured. The instrument was administered and explained to the respondents. The collected instruments were then tallied and analyzed.

Data Analysis

Several statistical treatments were utilized in analyzing and interpreting research data that have been obtained from the self-made questionnaire. This study used the parametric test of significance which is one-way analysis of variance. This include the frequency distribution and descriptive statistics to determine the post retirement work of the respondents. The given scale was used to interpret the result of the data gathered: 3.50 – 4.00 – Strongly Agree (SA); 2.50 – 3.49 – Agree (A); 1.50 – 2.49 – Disagree (D); 1.00 – 1.49 – Strongly Disagree (SD)

RESULTS AND DISCUSSION

This part shows the discussion of results and data gathered about the Post Retirement Work on Retired Nurses.

Table 2. Reasons for Working Beyond Retirement Age

<i>I work beyond retirement age because...</i>	WM	VI	Rank
1. I love what I am doing, my passion and dedication to my work is unquestionable.	3.46	A	3
2. of necessity to survive financially.	2.72	A	8
3. I am the only person capable of finding a good and well-paid job.	2.38	D	10
4. my work gives me the opportunity to continue utilize my professional skills.	3.58	SA	1.5
5. my employer wants me to continue my service to them.	3.18	A	5
6. my retirement pay or my monthly pension is not enough to support me and my family.	2.52	A	9
7. my employer preferred an experienced employee than hiring a new one.	3.16	A	6
8. it gives me a great sense of self-worth and also financial gain.	3.10	A	7
9. it gives joy and makes my life more satisfying and comfortable.	3.42	A	4
10. it gives an opportunity to continue my professional commitment and help improve the lives of other people.	3.58	SA	1.5
Composite Mean	3.11	A	

Table 2 presents the reasons for working beyond retirement age. The composite mean of 3.11 reveals that the respondents in general agree on the above mentioned reasons. The respondents are still working beyond their retirement age due to certain reasons such as dedication, benefaction, satisfaction, and necessity. The reasons why the respondents are still working are either they want to keep working, or they need to keep working. As cited by Hansen [8], for many, retirement will indeed no longer signal the end of working, but more so a career and lifestyle transition, where the retiree has multiple options -- such as continuing to work, returning to school for additional training or education, changing careers, venturing into entrepreneurship, becoming more involved in volunteer work, or simply enjoying leisure and travel possibilities -- a mix of working, learning, relaxing, and trying new things.

According to Catsouphe and Smyer [9], a number of factors "pull" older workers into (or back into) the workforce, these factors include: the stability of their financial resources, their physical and mental well-being, their satisfaction with work and the work environment, and their personal and family life situations. Some older Americans will "have" to continue to work, whereas others will "want" to extend their participation in the labor force. Avis [10] stated that increased life expectancies and recent economic difficulties have boosted the proportions who feel they will be forced into working longer than they want to in order to afford the rising cost of living. Employees considering working beyond the traditional retirement age should acknowledge the importance of appropriate workplace benefits, particularly as an older workforce will inevitably suffer from more health issues.

It can be gleaned from the result that the common reasons for working beyond retirement age were "my work gives me the opportunity to continue utilize my professional skills" and "it gives an opportunity to continue my professional commitment and help improve the lives of other people". These two items obtained the same mean score of 3.58 and rated strongly agree. Because using their range of professional knowledge, skills and attitude that they have developed through their journey, is their real purpose that would be a huge help in extending their careers with efficient and effective care to every needy patient. And those high-level professional skills would surely demonstrate success in applying their extensive expertise to improve the life of others and providing a wide array of services to people. Lundberg [11] stated the possibility of retiring is dependent on personal finances, employer appreciation, in other words, the feeling of being well rewarded and that the organization is concerned about the workers' well-being; the extent to which the job is an essential part of the respondents' lives, that is, the work is regarded as an important part of their identity and daily life; the opportunity to use one's professional skills, in other words, if education and experience correspond well with job responsibilities.

Other items were rated agree and the reasons of working still is because they love what they are doing, their passion and dedication to their work is unquestionable, their work gives joy and make their life more satisfying and comfortable, and the respondents' employer wants them to continue their service to them, topped on the list with 2.72, 3.42, and 3.18 respectively. This shows that the respondents are passionate, dedicated, satisfied, and have necessities of their work even they are beyond retirement age. Also, because the

respondents derived great pleasures and satisfaction with their working condition and they found a career that brings joy and fulfilment beyond their expected retirement age. The respondents' employer wants them in service because they are still productive and are still able to render care with competent and high-level professionalism skills despite of their advanced age. Hinai [12] stated that, the reason they are retiring later is because it is not about the money, but the mind-set. Great wealth comes when passion, time, and dedication are directed towards something. Healthcareer [13] mentioned that nurses are so satisfied with their careers that many of them have decided to work beyond retirement age.

According to Cassidy [14], "That isn't just for the money- work satisfaction, feeling useful and the social benefits they gain from working were key reasons that people wanted to continue. Moreover, for some people, their existing work is their real purpose – they derive great pleasure and satisfaction from work and yet they don't realize it until after they retire. Other people find that transitioning to a new career gives them the most satisfaction. As reported by Canada Life Group Research, [15] almost a quarter of employees (24%) believe that older workers will have to re-train or learn new skills to stay in work, while (41%) respondents suggest that it will be harder for younger people to move up the career ladder as a result of an ageing workforce. The (50%) is suggesting that many younger workers have already experienced difficulty in advancing their careers as a result of fewer workers taking retirement aged 65. Mind Tools Ltd, (2014) mentioned that many companies are creating strategies to keep their older workers longer. This gives them more time to train the next generation.

However, the respondents disagree that they were the only person capable of finding a good and well-paid job which obtained a weighted mean score of 2.38. Because the respondents still have family members with job and are still able to find a well-paid job. In their family, they are not the only one working to survive their day-to-day living. Dual earner in the family would be a great help, especially if the respondent's spouse is also working beyond their retirement age that can get a higher monthly benefit. According to Brandon [16], dual-earner couples who have reached their full retirement age can claim Social Security twice.

The second to the lowest which is their retirement pay or monthly pension is not enough to support their family, got a verbal interpretation of agree with a weighted mean of 2.52. It is due to lower rates of traditional pension benefits they are receiving that are still not able to sustain

their family needs. And also because of high cost of health insurance today is a factor that made them return to work after retirement. As reported by LV [17], 14% of retired workers admit that their personal pension wasn't enough to live on, and 9% had to return to work because the state pension wasn't enough to support them. As cited by Letargo [18], the majority of participants claimed that job security and lack of retirement funding was among their biggest concerns. In addition, the caregivers felt that they still need to send money back to the Philippines because many of their relatives largely depend on the remittances for their subsistence. Canada Life Group Research, [15] mentioned that poor pension provision leads to older workforce. 65% of employees say the rising cost of living means they will need to supplement their pension with a wage: this far out-weighs the proportions who wish to continue working beyond the age of 65 because they enjoy their job (28%).

The third lowest item is "of necessity to survive financially." which rated also as agree with a 2.72 weighted mean. It is because their work salary doesn't meet their needs financially. And that the respondents are forced to work now driven by necessity to survive financially and that affordability is one of their main reasons for working beyond retirement age. According to Hansen, R. S. [8], for some older workers, of course, retirement of any sort is not an option because of financial necessity. A press release from LV [18] said, the study reveals that over half (52%) of working over-50s who expect to work beyond state retirement age cite 'affordability' as their main reason. Furthermore, Catsoupes and Smyer [9] stated that older workers' assessments of their own financial resources affect their decisions about how long they plan to participate in the labor force.

In general, Table 2 contains the reasons for working beyond retirement age. This got a composite mean of 3.11 with a verbal interpretation of agree. The two items obtained the highest rank are the reasons that their work gives them the opportunity to continue utilizing their professional skills, and that their work gives them an opportunity to continue the respondents' professional commitment and help improve the lives of other people. The second to the top is that they love what they are doing, their passion and dedication to work is unquestionable. And their third reason is their work gives joy and makes their life more satisfying and comfortable. However, the respondents disagreed that they are the only person capable of finding a good and well-paid job, which got the lowest rank. Their retirement pays, or my monthly pension is not enough to support their family ranked second to the lowest. And the item that got the

third lowest rank is they are still working because of necessity to survive financially.

Table 3. Physical Capability of Working Beyond Retirement Age

<i>I...</i>	WM	VI	Rank
1. feel that I can still work effectively and efficiently even at my advanced age.	3.60	SA	2
2. am still capable of doing my duties and responsibilities within my limitations.	3.62	SA	1
3. am still physically fit and healthy.	3.46	A	3
4. find my work not physically demanding.	2.80	A	5
5. feel too young to retire and I can still manage to work productively.	3.38	A	4
6. can easily feel tired because of long hours of duty.	2.46	D	7
7. feel exhausted because I don't have enough time to rest.	2.26	D	9.5
8. find difficulty sleeping at night.	2.36	D	8
9. can't perform other task like lifting and carrying heavy object like what I did before.	2.74	A	6
10. am having a hard time going in one place to another.	2.26	D	9.5
Composite Mean	2.89	A	

The respondents strongly agreed to item "I feel that I can still work effectively and efficiently even at my advanced age" which has a weight mean of 3.60. Even with advance age being a nurse requires a great responsibility being able to work effectively and efficiently could be a great factor why the respondents strongly agreed to this item. In working, older nurses often admit to slowing down, as though this is a bad thing. Slowing down can make the nurse more thoughtful, more careful, more patient, and more safe. There is more time to think, and, analogous to the pre-procedural pause, more time to focus and perhaps prevent an error from occurring [19]. This show how efficient and productive older nurses could be. However, Royal College of Nursing [22] cited that one of the barriers and main concern of working efficiently and effectively are standing for long periods of time and noise, heat and light in physical environment. Moreover, the work Instability describes the extent of any mismatch among functional incapacity, work demands and its potential impact on efficiency/productivity at work. Gilworth et al. [23] stressed that to ensure that the older, experienced nurses are not inconvenient while working, health care centers and hospitals must focus on improving workplace condition like adding more

elevators or escalators to remove the strain of climbing stairs or hiring nursing assistants to assist nurses to lift heavy equipment, and to shift patients from one location to the other by Nursing Uniform [24] this kind of improvement will surely improve productivity and the morale of aging nurses.

Nurses working beyond retirement age are physically fit and healthy with a weighted mean of 3.46 and verbally interpreted as agree. Being healthy and physically fit is one of the major factors of the institutions to consider in order to rehire or to allow a retired nurse to work. It was agreed that older nurses working beyond retirement age have a good physical endurance like staying in feet for the whole duty and rendering the client the best care needed. According to the study conducted by Spiva et. al. [25], nurses attributed their loss of energy to aging processes or to other illnesses and in order to cope to this mostly transferred to less physically demanding positions or decreased their work hours to accommodate for their physical limitations. Yet Chen, P. [26] cited that nurse's work is not easy, particularly in the hospital setting, where they must deal with intense intellectual and significant physical demands over three or more gruelling 12-hour shifts each week. Furthermore, several nurses were worried about aging limiting their ability to continue bedside nursing while some nurses experienced physical discomfort [25].

The respondents disagreed that nurses working beyond the retirement find difficulty in sleeping at night that has a weighted mean of 2.36. Being able to have adequate sleep at night may be a reward to anyone specially to retired nurses who are still working for a long period of time. As person gets older, the sleep patterns may change. It may be fewer hours of shut-eye, then wake up more often during the night. In relation to this Royal College of Nursing [22] mentioned that the older nurses are experiencing difficulty with night shifts, they have higher energy levels in the morning and decreasing concentration levels in afternoon and less tolerance to 12-hour shifts. As Galicinao [27] cited fatigue is very common among nurses as they are usually overworked, and the length of shift lasts from eight to more than twelve hours. With the changing shifts of nurses every few days, the incidence of sleep disorders may be increased since their biological clocks are constantly adopting with the frequent change of shifts and schedules. To support this item most retired nurses working in the day shift are most likely to get enough time to sleep especially due to high physical demand and workload in the working area.

The respondents rated disagree the item "I feel exhausted because I don't have enough time to rest" with

a weighted mean of 2.26. The respondents are possibly having enough time to rest after the shift nevertheless there is a connection in the above item that respondents disagreed that older nurses find difficulty in sleeping at night. Enough hours of rest possibly will be a huge help in maintaining a healthy and physically fit condition of a retired nurse that are still working for the sake of own reasons. According to the study conducted by Caruso, [28] getting enough good-quality sleep each day is important not just for nurses' personal health and safety, but for patient's safety, too. Like the basic need to eat and drink, the need to sleep is critical for maintaining life and health-and for working safely. Sleeping 7 to 8 hours per night is linked to a wide range of better health and safety outcomes.

Lastly the item "I am having a hard time going in one place to another" is rated by the respondents disagree with a weighted mean of 2.26. Older adults especially those retired persons may possibly have a difficulty in transferring from a place to another especially that some nurses find the nature of nursing in areas demanding extra physical exertion cause the joints to wear out more quickly especially in older female nurses who are post-menopausal as [22].

Taken as a whole, table 3 indicates the physical capability of older nurses working beyond retirement age. It was verbally interpreted by the respondents as agree as per composite mean of 2.89. This discovered that older nurses are still physically fit even with their advance age. Older nurses are capable of doing duties and responsibilities within their limitations; can work effectively and efficiently and physically fit and healthy. These items got the ranks 1, 2, and 3 as shown in the table. But the respondents disagreed that older nurses have difficulty of sleeping at night; feel exhausted because they do not have enough time to rest and having a hard time going from one place to another. These items on the other hand got the rank 8, 9.5 and 9.5. Older nurses are physically capable in working regardless of their advance age.

Table 4 presents the emotional capability of working beyond retirement age. The composite mean of 2.83 reveals that the respondents in general agree on the above mentioned emotional capacity because the respondents are still emotionally stable and able to handle the stress demands. Also, that they have this stress reliever whenever their patients are expressing appreciation to them. According to International Council of Nurses [29], increased longevity, overall improvement in health status and a decline in the number of jobs requiring hard physical labor have resulted in longer working lives. However, nursing is still emotionally and physically

demanding with increasing stress due to high workloads and shifts in care delivery. Patients are much more acute in today's health care settings, adding to the workload and stress of the nurse. Johnson [30] stated sometimes the greatest impact of retirement can be felt mentally and emotionally. The sense of identity and usefulness may have been tied up in nursing as a job for many years. Retirement is an opportunity to find new ways of living using gifts and talents.

Table 4. Emotional Capability of Working Beyond Retirement Age

<i>I...</i>	WM	VI	Rank
1. can adapt well with the stress in the work place	3.28	A	3.5
2. feel useful and been tied up in nursing as my job for many years.	3.28	A	3.5
3. am emotionally stable even with increase stress demand due high workload.	3.34	A	2
4. feel elated every time my patients share their story.	3.16	A	5
5. feel relieved whenever I see my patients smile and giving their appreciation in simple things I did.	3.48	A	1
6. can feel that I easily lost my temper when conflicts and problems arise.	2.50	A	6.5
7. easily cried when I feel that I did not do my job well.	2.22	D	9
8. become sensitive to critics especially if it pertains to work performance.	2.50	A	6.5
9. easily get disappointed when I can't provide the best care needed.	2.46	D	8
10. they can't control their emotion effectively when they are challenged by younger ones	2.10	D	10
Composite Mean	2.83	A	

The respondents agreed that they feel relieved whenever they see patients smile and giving their appreciation in simple things they did which got the highest weighted mean of 3.48. It is because they are attached to the patients and the feeling that the care, warmth and compassion they provided in each patient encountered are recognized serves as their stress reliever. Seeing smiles on patients' faces with their expressed gratitude is priceless in exchange of the little things they did. Nurses are able to help people with their health on a daily basis. Many people see nursing as a noble profession, allowing the nurse to provide care to others. This work can often be quite fulfilling. Many nurses find

great satisfaction in assisting patients as they regain their health. Nurses care for their patients selflessly, often working long hours under gruelling conditions to provide care. Nurses endeavour to provide excellent care, no matter what they are going through in their own lives. They have been called throughout history to provide care to the sick no matter of the pay. They provide care to their patients because they feel they are called to do so.

The nursing career has often been called a noble profession because of this. Nurse Career Tips [31] However, many patients are not kind to their nurses. During times of illness, many people are angry, and may take their anger out on the person closest to them. Oftentimes, this is the nurse. The nurse must be able to deal with this anger and understand that it is not necessarily her fault. She must be able to help the patient through the angry feelings and understand how they are related to the illness. She also needs to be able to help the patient so through with the feelings so that the emotional aspect of illness does not impede the path to wellness. The nurse must work through her own feelings and emotions to be able to help her patients, which can be difficult when patients seem to be directing their anger at the nurse.

When asked if the respondents are emotionally stable even with increase stress demand due to high workload, they also agreed with a weighted mean of 3.34 which is the second to the highest in rank. Because they have a good work environment and they are able to get along with their co-workers, their patients, and the people around the workplace even there are high demand of stress accompanied by call of duty. On the other hand, the Royal College of Nursing [22], mentioned that they regularly survey its membership on many aspects of their working lives; their pay and rewards, workloads, training and development and their feelings about their jobs. Recent surveys have indicated worryingly high and increasing levels of stress among the nursing workforce who are dealing with heavy workloads, the impact of targets and the challenge of being asked to do more with fewer resources. However, nursing is still emotionally and physically demanding with increasing stress due to high work- loads and shifts in care delivery. Patients are much more acute in today's health care settings, adding to the workload and stress of the nurse. Furthermore, it is sometimes suggested that older workers are more likely to experience the effects of work-related stress due to the increasingly complex nature of the work environment, although work- related stress may be experienced by workers of any age for many reasons [32].

This is followed by the items "can adapt well with the stress in the work place" and "feel useful and been tied

up in nursing as my job for many years" with the same weighted mean of 3.28 and rated agree. This is because the respondents are emotionally stable, and the workplace is age-friendly that promotes a stress-free environment and makes the older worker to work productively. They feel useful and consider their job as their real purpose for they've been a nurse for so many years. Territorial Ministers Responsible for Seniors Forum [33] mentioned that ensuring that workplaces are physically accessible benefits all workers irrespective of their age or ability. Many employers are examining ways to make workplaces safer for older workers and all employees. On the contrary, Miller and Smith [34] cited that sometimes work setting creates physical stress because of noise, lack of privacy, poor lighting, poor ventilation, poor temperature control or inadequate sanitary facilities. Moreover, the Occupational Safety and Health Administration (OSHA) is the federal agency in-charged with monitoring the work environment in the interest of work safety and health.

At rank 9 the respondents did not agree that they easily cry whenever they feel that they do not do their job well with a weighted mean of 2.22. This means that they don't feel sad whenever they do not do their job well. Older nurses already have a lot of knowledge in doing their job; they are always competent on what they're doing. Although error could not be avoided, older nurses always have valid reasons whenever they commit mistake due to years of working as a nurse.

At rank number 8 the respondents do not agree that they easily get disappointed when they can't provide the best care needed, with a weighted mean of 2.46. This interprets that respondents feel disappointed when they can't provide the best care needed. Giving a health care to the patients gives a huge factor on how the patients treat them. The respondents do not agree on the question that they can't control their emotion effectively when they are challenged by younger ones, with a weighted mean of 2.10 with an interpretation of disagree. Older nurses have wide range of understanding and older nurses are easily attached to the younger ones.

Overall, Table 5 contains the emotional capability of working beyond retirement age. With a composite mean of 2.83 it got a verbal interpretation of agree. The highest weighted mean is 3.48 shows that the respondents agreed that they feel relieved whenever they see patients smile and giving their appreciation in simple things they did. The respondents are emotionally stable even with increased stress demand due to their high workload which ranked top 2. And there are two items who ranked at the third highest, the respondents can adapt well with the stress in the work place, and that they feel useful and

been tied up in nursing as their job for many years. On the other hand, the respondents did not agree on the item that they can't control their emotion effectively when they are challenged by younger ones which got the lowest rank. And at rank 9, they disagreed that they easily cry whenever they feel that they do not do their job well. And the rank 8 which also got a verbal interpretation of disagree is that they easily get disappointed when they can't provide the best care needed.

Table 5. Social Capability of Working Beyond Retirement Age

<i>I...</i>	WM	VI	Rank
1. can still adjust and mingle with my co-workers even with my advanced age.	3.52	SA	1
2. maintain my good interpersonal relationship with my superiors.	3.48	A	2
3. feel that my employer values my presence in the work place.	3.46	A	3
4. can communicate with others efficiently.	3.34	A	5
5. can relate well with patients regarding their health issues.	3.44	A	4
6. having difficulties adopting the culture and values of the younger ones.	2.40	D	6
7. don't have enough time attending community service and other activities in my place.	2.30	D	7
8. don't have time to socialize with friends and family.	2.18	D	8.5
9. can't attend family gathering due to my work.	2.18	D	8.5
10. eat alone during break time because I am not fond of eating with my noisy co-workers.	1.92	D	10
Composite Mean	2.82	A	

The preceding table represents the social capability of nurses working beyond retirement age. It reveals a composite mean of 2.82 indicating that the respondents' in general agree on the social capability of nurses working beyond retirement age. This shows that the respondents are still socially capable in doing job in the work place even with advanced age.

The respondents strongly agreed that nurses working beyond retirement age can still adjust and mingle with co-workers even with advanced age which has the highest weighted mean of 3.52. This means that respondents can socialize with the colleagues and other health care providers regardless of the age of an individual. In relation to this, Stokowski [19] stated that

retired nurses working wanted to feel welcomed, accommodated, appreciated, and effectively used. Nurses want a work environment that supports nurse autonomy in practice and participation in operational decision making.

This was followed by item "maintain a good interpersonal relationship with the superiors" with a weighted mean of 3.48 and was verbally interpreted as agree. Having a good interpersonal relationship with the superiors or employer might be an enormous challenge for the nurses especially in the part of retired nurses with regards to their older age. In connection to this, Philip [20] stated that many are choosing to ease into their retirement for social and financial reasons, and part-time work is a popular option. Employers also value the skills and experience of older staff. However, New Retirement [21] stated that while some employers encourage retirement at or even before 65, many other employers wish to retain their employees for as long as possible. There is no rule that says anyone must retire at any age. If they enjoy their current job and its benefits like financial, social, or others, then there is really no reason to voluntarily leave. Furthermore, Stokowski [19] added that mature nurses are far more likely to extend their work life if they are able to participate in decision-making and receive recognition for their work from their supervisors. Encouragement and positive feedback are often directed at younger rather than older nurses.

Moreover, the respondents agreed that older nurse's presence in the work place is being valued by the employer with a weighted mean of 3.46. Ensuring that older nurses feel valued and their wisdom and experience should be recognized and utilized in any workplace is one of the main factors that older nurses are considering continuing working even with their advanced age. Furthermore, Royal College of Nursing [22] mentioned that one of the challenges that older members faced at work are physical demands, the changing pace of work and not feeling valued by their employer. However, bosses have both negative and positive preconceptions about older workers, and a key is finding one that values the positive side—reliability, for instance [35].

The item "nurses don't have time to socialize with friends and family" got a weighted mean of 2.18 and was verbally interpreted as disagree. The respondents are more likely having enough time to socialize with the colleagues or friends together with their family; it is not only to promote happiness but can actually extend a healthy life. In connection to this Shinyashiki, et al [36] stated that socialization is the process through which individuals are inducted into their culture. It involves the acquisition of attitudes and values, of skills and behavior

patterns making up social roles established in the social structure. Being able to socialize with other people not just in the workplace is exactly the same as establishing a social structure that was applicable in any aspect of a person's life.

It was followed by the item "I can't attend family gathering due to my work" with a weighted mean of 2.18 and was verbally interpreted as disagree. A nurse is known to have a managing skill especially in managing time not just for the clients but also for the sake of their family. When a person is attending any family gathering or any social events it will serve as a stress reliever that older nurses needed to decrease the stress in the work place.

The respondents disagreed that retired nurses eat alone during break time because they are not fond of eating with their noisy co-workers, is having a weighted mean of 1.92 they believe that having someone to eat with during break time could lead a boring break into a lively one. In addition to this, the Nursing Together 2013 stated that healthcare providers love to socialize. They gather together, talk, hang around in various nursing conferences, socialize and eat. They learn new things, exchange ideas, and build new relationships. Likewise, they also hear the success stories of others, so it can come away with fresh perspectives, new insights, and bring enthusiasm back to own workplaces.

In general, table 5 indicates the social capability of older nurses working beyond retirement age. It was verbally interpreted as agree as per composite mean of 2.82. This revealed that older nurses can socialize with others even with their advanced age. Older nurses can still adjust and mingle with co-workers; maintain a good interpersonal relationship with superiors and feel valued in the work place. These items got the ranks 1, 2, and 3 as shown in the preceding table. However, the respondents disagreed that older nurses do not have time to socialize with friends and family; can't attend family gathering and eat alone during break time because not fond of eating with my noisy co-workers. These items on the other hand got the rank 8.5, 8.5 and 10. Older nurses are socially capable in working regardless of their advanced age.

Table 6. Nurses' Capability of Working Beyond Retirement Age

Indicators	WM	VI	Rank
Physical	2.89	Agree	1
Emotional	2.83	Agree	2
Social	2.82	Agree	3
Overall Composite Mean	2.85	Agree	

Table 6 presents the Nurses' Capability of Working Beyond Retirement Age. The overall composite mean of 2.85 reveals that the respondents in general agree on the above mentioned reasons. This is due to the fact that physical health is one of the factors that influence the continuity of employment and good performance in work area. Furthermore, according to McGeary [37] Health is clearly an important factor influencing continued employment, and its effects are often unanticipated by individuals.

It can be gleaned from the result that Emotional ranks second with a weighted mean of 2.83 and has a verbal interpretation of agree. This is due to the fact that nursing is still emotionally demanding with increasing stress due to high workloads and shifts in care delivery. Furthermore, Johnson [30] stated that sometimes the greatest impact of retirement can be felt mentally and emotionally. The sense of identity and usefulness may have been tied up in nursing as a job for many years. Retirement is an opportunity to find new ways of living using gifts and talents.

In relation to this, according to International Council of Nurses [29], increased longevity, overall improvement in health status and a decline in the number of jobs requiring hard physical labor have resulted in longer working lives. However, nursing is still emotionally and physically demanding with increasing stress. Patients are much more acute in today's health care settings, adding to the workload and stress of the nurse.

And lastly, it can be gleaned from the result that emotional status of retired nurses is due to the fact that employers also value more the skills and experience of older staff, than younger ones. Many older people are increasingly choosing to stay at work, often part-time so that they ease more gently into retirement. If they feel fit and healthy and want more money, and are able to work, they are choosing to do so. Moreover, research shows that many of the over-50's already wants to work past 65.

Table 7 shows the work-related injuries of nurses working beyond retirement age. In general, it reveals that the respondents are not experiencing any work-related injuries while working. A composite mean of 2.16 was obtained as disagree.

The top item, the only work-related injuries that the respondents experiencing is having back and shoulder pain while doing work for long hours which obtained a weighted mean of 2.64 and was verbally interpreted as agree. Having long hours of duty/work can make a person feel exhausted and tired. Standing and serving the patient in long period of time is usually followed by pain in different parts of our body especial by the back and

shoulder. As people ages, the level of their productivity decreases, and they usually get easily tired.

Table 7. Work – related Injuries of Nurses

<i>I...</i>	WM	VI	Rank
1. have imbalance gait that causes fall.	2.16	D	5
2. experienced back and shoulder pain while doing my work for long hours.	2.64	A	1
3. experienced epigastric pain due to irregular meal time.	2.30	D	2
4. experienced numbers while performing my task.	2.18	D	3.5
5. developed bone disease like osteoporosis that increases the risk of fracture.	2.04	D	7.5
6. sometimes commit error in recording due to poor eyesight.	2.18	D	3.5
7. experiencing difficulty in performing my task due hearing lost	2.12	D	6
8. experience needle prick due to hand tremors.	2.00	D	9
9. have difficulty moving my foot due inflamed joints and arthritis.	2.04	D	7.5
10. experience faintness and collapsed.	1.96	D	10
Composite Mean	2.16	D	

According to Anap, Iyer and Rao [38], on the Analysis they found that 89.1% nurses had experienced work-related musculoskeletal pain or discomfort at some time in their occupational lives. WMSDs was highest in the low back (48.2%), followed by the shoulder (34.6%), neck (33.1) and knee (29 %). Other regions with less prevalence were Thoracic (10.5%), Feet and ankle (7.6%), Elbow (1.88%) and Hip (1.6 %). Priority was given to getting help to handle heavy patients (57.1 %), nursing procedure modification in order to avoid stress injury (50.2 %) coping strategies. According to American Nurses Association [39] nurses face many hazards on the job. Bureau of Labor Statistics figures show that registered nurses (RNs) ranked fifth of all occupations in 2010 in the number of work days missed due to occupational injuries and illnesses. Workplace hazards include manual lifting of patients, needles, physical assault, and exposure to infectious diseases and toxic chemicals. Fatigue from overwork and stressful conditions strains RNs' health. ANA surveyed RNs in 2011 to determine workplace hazards and compare results to a similar 2001 survey. Results from 4,614 responses indicate that the work environment has improved overall, especially the availability of mechanical lifting technology and needles with

engineered safety protections. Yet nurses are still developing back, neck and shoulder pain on the job, and health and safety concerns influence their decision to continue to practice.

Respondents don't experience epigastric pain due to irregular meal time with a weighted mean of 2.30. Epigastric pain mostly occurs on people who miss to eat at the proper time. Nurses usually work at 8 hours shift. During that shift, each nurse gives an exact number of minutes to take a break and eat their meal. Nurses are usually advised by their superior to eat before they go to hospitals for work. Even though nurses have irregular meal time they still have a good health condition because they work already for so many years and they are already used to this kind of setting.

Experiencing numbness while performing their task and committing error due to poor eyesight at the same rank is most common. Older nurses don't consider numbness a problem; they don't consider it as a disturbance to work. Nurses who really have passion in working tends to work more efficiently even though they have disabilities according to scribbler pnp. She has 20/20 in one eye and 20/200 in the other (with correcting lenses) - lazy eye. She is a nurse practitioner and a nursing professor in a 4-year BSN program. She has been in nursing practice for 8 years now and has never had this affect her ability to care for her patients.

Respondents disagree that they develop bone disease like osteoporosis that increase risk of fracture and difficulty moving their foot due to inflamed joints and arthritis. This is due to good lifestyle habits of the respondents that can help protect the bones and decrease the chance of getting osteoporosis.

With regards to rank 9 the respondents didn't agree that they are pricked by needle due to hand tremors with a weighted mean of 2.00 with an interpretation of agree. This means they don't get pricked by needles due to hand tremors. Hand tremors are more common in older people. In contrary, the respondents answered disagree, showing that they don't usually experienced hand tremors.

And lastly, it can be gleaned from the result that at rank 10 the respondents disagreed that they experienced fainting and collapsed with a weighted mean of 1.96. This proves the fact that older nurses transfer to less physically demanding position or decreased their work hours to accommodate their physical limitation and some older nurses usually work part time, so they have adequate time rest.

CONCLUSIONS AND RECOMMENDATIONS

Nurses work beyond retirement age because it gives them both the opportunity to continue utilize their

professional skills and the opportunity to continue their professional commitment in helping improve the lives of other people. The study revealed that nurses working beyond retirement age are still capable of doing their duties and responsibilities within their limitations. Emotionally, the nurses that work beyond their retirement age feel relieved whenever they see their patients happy, especially when those patients show their appreciation with the work they did. In terms of social capability, nurses working beyond retirement age are still able to adjust and can socialize with the co-workers despite their advancing age. Most of the nurses who are working beyond retirement age do not experience any work-related injuries except for back and shoulder pain due to long hours of work.

The working preferences of the nurses should be taken into account by the hospitals or institutions they are employed in order to promote better job outcomes. Moreover, a wellness program focused in preventing work-related injuries should be implemented, specifically for nurses who work past their retirement age.

Hospitals and institutions should take into consideration the post-retirement age; nurses' physical, emotional and social capabilities before promoting or removing them in their respective jobs.

Further research with larger samples from diverse hospitals and institutions are needed to better explore the reasons and capabilities of nurses working beyond their retirement age.

Other aspects such as mental, spiritual, and security capabilities should be explored in further studies in order to yield a holistic result for the capabilities of nurses working past their retirement age.

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