

1 **Title page**

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3 ***Informative title***

4 Nurse's perception of preterm infants' pain and the factors of their pain assessment and management

5
6 ***Short running title***

7 Nurses' practices regarding pain in preterm infants

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41 **Conflict of Interest Statement:** The authors declare no conflict of interest.

42 Nurse's perception of preterm infants' pain and the factors associated with their pain assessment
43 and management

44

45 **ABSTRACT**

46 In the neonatal intensive care unit, preterm infants undergo many painful procedures. Although
47 these can impair their neurodevelopment if not properly managed, only half of the painful
48 procedures are optimally handled. This cross-sectional study aimed to evaluate nurses' perceptions
49 of preterm infants' pain, nurses' pain assessment and management practices, as well as to identify
50 the individual and contextual factors that influence nurses' assessments and interventions for pain
51 management. Secondary analyses, including a mixed-model analysis, were performed with data
52 from a larger study (n=202 nurses). Nurses were found to have attitudes and perceptions in favor
53 of preterm infants' pain management, even though they reported using few standardized
54 instruments to assess pain. Nurses stated that they widely used sucrose, non-nutritive sucking, and
55 positioning as pain management interventions, while skin-to-skin contact was rarely practiced.
56 Nurses' attitudes and perceptions influenced their pain assessment practices, which predicted their
57 implementation of interventions. Several contextual (country, level of care, work shift) and
58 individual factors (age, level of education, had a preterm infant, perceptions of family-centered
59 care and skin-to-skin contact) also predicted nurses' pain assessment and management practices.

1 **Introduction**

2 During their hospitalization in the neonatal intensive care unit (NICU), preterm infants
3 undergo many painful procedures.¹ Repeated and untreated pain in preterm infants can lead to
4 hypersensitivity to pain² and neurological impairment, such as a decrease in white and grey
5 subcortical brain matter as early as 40 weeks of corrected age³ and a decrease in brain volume at
6 seven years.^{4,5} Although pain can lead to severe and undesirable long-term health consequences
7 in preterm infants, it would seem that only half of pain-causing procedures during NICU
8 hospitalization are managed with a pharmacological or non-pharmacological pain management
9 intervention.⁶

10 It is the neonatal nurse's responsibility to assess and manage pain in preterm infants to
11 prevent pain-related consequences. Such interventions are an integral and standard clinical
12 nursing practice and nurses are accountable for non-pharmacological pain management.⁷
13 According to Cong et al.,⁸ nurses' perceptions of the quality of pain management in the NICU
14 were positively correlated with continuous training, the use of standardized pain-assessment
15 tools, and a practice guided by evidence-based protocols. Previous studies have identified the
16 factors among nurses that negatively influence their management of pain in infants in the NICU:
17 the absence of guidelines for clinical practice,⁹ a lower level of pain they expect the infant will
18 experience according to the procedure,⁹ their lack of knowledge or negative attitude,¹⁰ an
19 insufficient use of standardized pain scales,¹¹ a lack of equipment and resources,¹² a less nursing
20 experience and limited access to continuing education,¹³ and a lower level of education.¹⁴ Also,
21 other demographic factors, such as age and gender, could have an influence on nurses' pain
22 management practices.¹⁴ Moreover, pain assessment and management is also influenced by
23 developmental care practices,⁷ such as family-centered care (FCC) in which parents are partners

24 in caregiving, or the implementation of skin-to-skin contact (SSC), an effective pain-management
25 intervention.

26 Developed around the world for assessing preterm and full-term neonates' pain, more
27 than 40 pain scales are available for use in the NICU.¹⁵ Many standardized pain scales have been
28 developed in Canada to assess acute pain. These include the Neonatal Infant Pain Scale (NIPS),¹⁸
29 the Premature Infant Pain Profile (PIPP),^{19,20} and the Neonatal Facial Coding System (NFCS).²¹
30 In the United States, the Neonatal Pain Agitation and Sedation Scale (N-PASS) is commonly
31 used to assess acute and prolonged pain in preterm and full-term infants.²² Prolonged pain can
32 also be assessed with the COMFORTneo, which is an adaptation of the COMFORT scale for
33 preterm infants.²³ In France, two scales for preterm infants have been developed. The Douleur
34 Aiguë du Nouveau-Né (DAN) [newborn acute pain] measures acute pain,²⁴ while the Echelle
35 Douleur Inconfort Nouveau-Né (EDIN) [newborn pain and discomfort scale] measures prolonged
36 pain.²⁵ Lastly, there is also the Bernese Pain Scale for Neonates, a standard developed in
37 Switzerland for assessing preterm and full-term infants' acute pain.²⁶ Some scales are
38 unidimensional (i.e. the EDIN, DAN, and NFCS) and so only include behavioral indicators of
39 pain, whereas other standardized pain scales (i.e. the NIPS, PIPP, N-PASS, and COMFORT) that
40 include both physiological and behavioral indicators of pain facilitate multidimensional pain
41 assessment.²⁷ The American Academy of Pediatrics¹⁶ recommends the use of the NFCS, PIPP, N-
42 PASS, and DAN because of their rigorous psychometrics tests. However, although international
43 guidelines provide a list of standardized scales, no "gold standard" exists for clinicians and
44 researchers in NICUs.^{16,17}

45 Systematic and adequate pain assessment promotes the use of pain management
46 interventions, including pharmacological and non-pharmacological interventions.¹⁶

47 . Pharmacological interventions for attenuating procedural pain in preterm infants are limited, due
48 to their side effects;¹⁶ however, nurses can use a variety of non-pharmacological interventions to
49 manage infants' pain during routine painful procedures. Effective non-pharmacological
50 interventions consist of SSC²⁸ and giving sweet solutions, like sucrose, which may be associated
51 with non-nutritive sucking.^{29,30} Other interventions, such as swaddling, touch-massage, odor
52 stimulation, heel warming, and light and noise reduction also appear to be effective in decreasing
53 preterm infants' pain, but further research is required to solidify the evidence.^{29,31} The
54 effectiveness of breastfeeding and breast milk,³² music,³³ rocking,²⁹ and parental involvement²⁹
55 has not yet been established for preterm infants. However, breastfeeding has proven effective
56 with full-term infants in the NICU.³²

57 Despite the availability of pharmacological and non-pharmacological interventions to
58 manage pain, such interventions are provided for only half of painful procedures.^{34,35} A large
59 study conducted in 18 European countries showed that continuous pain was assessed daily for
60 only 10% of infants hospitalized in the NICU.³⁶ If the consequences of untreated pain on infants'
61 futures are to be prevented, this gap between the nurses' clinical practices related to pain
62 assessment and management and current knowledge must be understood and filled. Nurses'
63 knowledge and attitudes about pain in preterm infants, as well as their assessment and
64 management of neonatal pain, have been evaluated around the world.⁹⁻¹⁴ Although variations
65 exist between countries, the studies did not assess the nurses with the same instrument and so
66 different aspect of the nurses' perceptions and/or practice may have been evaluated. To our
67 knowledge, little is known about nurses' attitudes about and perceptions of pain in preterm
68 infants, about the behavioral and physiological indicators nurses use to assess pain, or about pain
69 management interventions in Canada and France. Moreover, there is a need to understand the
70 individual and contextual factors that may explain the observed differences between settings and

71 countries.³⁷ As part of an international multisite study, this study aims to evaluate nurses'
72 perceptions of preterm infants' pain, their assessment practices and pain management
73 interventions, as well as the individual and contextual factors related to their pain assessment and
74 management.

75

76 **Methods**

77 **Design and Sample.** Secondary analyses were conducted with the data collected from a larger
78 international comparative cross-sectional study [to compare developmental care nursing](#)
79 [practices](#).³⁸ A total of 202 nurses were recruited in the larger study from NICUs in four Level III
80 university-affiliated hospitals, two in France and two in Canada. All nurses recruited for the
81 larger project were included in this secondary analysis. To be eligible to participate in this study,
82 nurses had to: a) have at least six months of experience in the NICU; b) speak, read, and write
83 French and/or English; and c) be 18 years of age or older. Ethics approval was obtained in both
84 Canada (MP-21-2018-1854) and France (CNIL 2211490).

85 **Setting.** Each NICU admitted preterm between 24 to 40 weeks of gestational age. Site 1 has 65
86 beds (only single-family rooms), 40 beds for site 2 (pods in intensive and intermediate care, and
87 single-family rooms in step-down unit), 54 beds for site 3 (pods and single-family rooms in
88 different units) and site 4 has 26 beds (pods and single-family rooms in different units). Parents
89 had the opportunity to be present 24 hours a day at all sites. Developmental care champions and
90 practical guideline on pain management were available in all sites except site 2. **Instruments.** The
91 English and French versions of the Nurses' Attitudes and Perceptions of Pain Assessment
92 Questionnaire (NAPPAQ-FIPM) were used.^{14, 39} The questionnaire is composed of 45 items
93 divided into three parts. Part 1 of the NAPPAQ-FIPM includes 14 items, scored from "strongly
94 disagree" to "strongly agree" on a 5-point Likert-style scale, with total scores ranging from 14 to

95 70 including 5 reversed-scored items. This first part assesses nurses' attitudes and perceptions of
96 preterm infants' pain. Part 2 of the NAPPAQ-FIPM includes 15 items, scored from "not at all"
97 to "always" on a 5-point Likert-style scale, with total scores ranging from 15 to 75. This second
98 part refers to the indicators to assess pain and includes three sub-scales: 1) Physiological
99 indicators (4 items); 2) Behavioral indicators (5 items); and 3) Facial expressions indicating pain
100 (6 items). Part 3 of the NAPPAQ-FIPM includes 16 items, scored from "never" to "always" on a
101 5-point Likert-style scale, with total scores ranging from 16 to 80. This third part addresses the
102 non-pharmacological interventions nurses perform during painful procedures. These interventions
103 were classified into subscales: maternal-driven interventions (subscale 1) include breastfeeding,
104 SSC, breast milk in mouth, rocking, and odors; nurse-driven interventions (subscale 2) group the
105 use of sucrose, non-nutritive sucking, positioning, swaddling, and hand containment. Moreover,
106 nurses were asked in an open question what standardized tools they were familiar with and used
107 to assess preterm infants' pain. The tool showed limited-to-adequate internal consistency with
108 Cronbach's coefficients for each subscale, ranging from 0.58 to 0.90 for the English version¹⁴ and
109 0.64 to 0.79 for the French version, developed for and validated with neonatal nurses.³⁹ For the
110 analyses, Part 1 and Part 2 total scores and Part III subscales were used as continuous variables.

111 As part of the larger research project, nurses' sociodemographic information and data
112 about their perceptions of FCC, SSC, and control of the NICU environment were collected. The
113 Family Centered Care Questionnaire (FCCQ) assesses nurses' perceptions of their provision of
114 FCC in the NICU and includes 20 questions (four-point Likert scale). The FCCQ has adequate
115 psychometric properties with an acceptable Cronbach's alpha for the total score for the English
116 (0.81) and French (0.77) versions.^{40,41} To evaluate SSC practices, we used the 20-item
117 questionnaire about SSC. Developed by Vittner et al⁴² on a five-point Likert scale, this
118 questionnaire had internal consistency of between 0.79 and 0.90 for each subscale. The SSC

119 questionnaire is composed of four subscales: knowledge (5 items), attitudes and beliefs (4 items),
120 education (5 items), and implementation (6 items). We performed a validation and initial
121 psychometric evaluation of the SSC questionnaire (SSC-F) in French, arriving at an internal
122 consistency of between 0.61 to 0.77 for each subscale.⁴³ This questionnaire had adequate
123 psychometric properties for both the French and English versions.^{42,43} Finally, nurses'
124 perceptions regarding the NICU environment (light, noise, and safety) were assessed with the
125 light and noise questionnaire developed by Walsh-Sukys.⁴⁴ This questionnaire is composed of a
126 total of 13 items on a five-point Likert scale: the environment's light (4 items), noise (3 items),
127 and safety (6 items). We used the version of this questionnaire translated in French by Feeley et
128 al.⁴¹ The light and noise questionnaire has sufficient psychometric properties in the English
129 version (Cronbach's α 0.77 to 0.85) and in the French version (Cronbach's α 0.61 to 0.79).

130 **Data Collection.** Data were collected between October 2017 and July 2018 for the international
131 comparative study. In each site, a research assistant (RA) recruited nurses and answered their
132 questions. After signing the consent form, the nurses filled out the questionnaire either online via
133 SurveyMonkey or by hand on paper (30 minutes, at work or home). The RA collected the
134 completed questionnaires directly from the nurses or from locked boxes located in the NICU. The
135 RA manually transcribed all paper versions into SurveyMonkey.

136 **Data Analysis.** Analyses were performed using IBM SPSS Statistics 26 software. Descriptive
137 analyses were conducted for Part I, II, and III of the NAPPAQ-FIPM questionnaire. Mixed
138 models with Bonferroni adjustment were conducted to identify individual and contextual factors
139 related to each of the NAPPAQ-FIPM's three parts, namely attitudes and perceptions (Part I),
140 pain assessment practices (Part II), and pain management interventions (Part III). Separate
141 models were used for each variable and subscale of the NAPPAQ-FIPM. Variables were
142 separated into continuous and categorical variables for the analyses. Continuous variables include

143 age, years of experience, total FCC score, each subscale of SSC, the light, noise and safety of the
144 environment, and total score of each Part of the NAPPAQ-FIPM. The categorical variables were
145 having had a child, had a preterm infant, having a child who had been hospitalized at some point
146 in the past, as well as the nurses' level of education, country, level of care, and work shift.
147 Gender differences were not analyzed as men made up only 2.48% of the sample. Since four sites
148 were included in the international study, the mixed model was adjusted to control for the
149 differences between sites. All analyses were performed with a two-sided alpha of 0.05.

150

151 **Results**

152 **Sample Characteristics.** The mean age of all nurse-participants (n=202) was 33.90 years \pm
153 9.135. Most were women (97.03%) (Table 1). Years of experience in nursing varied from six
154 months to 40 years (mean=10.22 \pm 8.37). Moreover, 47.03% (n=95) had children and, of these
155 parents, 20% (n=19) had a preterm infant, while 42.11% (n=40) had experienced the
156 hospitalization of their child at some point in the past. The nurses had different levels of
157 educational training; in both countries, most held a bachelor's degree. In Canada, nurses rotated
158 between the intensive and intermediate neonatal units, while nurses from the two French sites
159 worked only in the same unit (i.e. intensive care or intermediate care). Nurse-participants were
160 recruited among workers on the day, evening, or night shifts in France, while their Canadian
161 peers worked either day, evening, night or rotated among the three shifts.

162 *** Insert Table 1

163

164 **NAPPAQ-FIPM Part I: Attitudes About and Perceptions of Preterm Infants' Pain**

165 **Descriptive Results.** Nurses' perceptions of preterm infants' pain are reported in Table 2. While
166 most nurses (97%, n=196) agreed that assessing neonatal pain was important and 90.6% (n=183)

167 responded that scales were important to this pain assessment, 48% (n=97) of nurse-participants
168 thought they could reliably assess pain without using a scale.

169 *** Insert Table 2

170

171 **Individual and Contextual Factors Related to Attitudes about and Perceptions of Pain.**

172 According to the mixed-model analysis for continuous and categorical variables (Tables 3 and 4,
173 respectively), nurses' attitudes about and perceptions of preterm infants' pain were associated
174 with their work shift, level of education, knowledge and attitudes about SSC, and the indicators
175 they observed in their assessment of infants' pain (NAPPAQ-FIPM Part II), as well as the
176 frequency they reported using nursing interventions for pain management (NAPPAQ-FIPM Part
177 III-subscale 2). However, nurses' attitudes about and perceptions of neonatal pain were not
178 related to their age, years of experience, having children, having had a preterm infant, having a
179 child hospitalized, level of care, or perceptions of FCC and the NICU's physical environment
180 (noise, light, and safety) (Tables 3 and 4).

181 A significant difference was found for the work shift variable: Nurses working the day
182 shift scored higher on the NAPPAQ-FIPM Part I than others. Furthermore, the higher level of
183 education was also associated with perceptions more in favor of neonatal pain management
184 (NAPPAQ-FIPM-Part I). In addition, their perceptions of preterm infants' pain were related to
185 their knowledge of and attitudes about SSC; indeed, the scores for their perception of pain
186 significantly increased with knowledge and more favorable attitudes toward SSC (Table 3).
187 Similarly, pain assessment and the frequency of the nursing intervention influenced nurses'
188 perception of preterm infants' pain. Thus, the nurses' score on their attitudes about and
189 perceptions of preterm infants' pain significantly increased when they more thoroughly assessed
190 pain and performed nursing interventions more frequently.

191 *** Insert Table 3 and 4

192

193 **NAPPAQ-FIPM Part II. Pain Assessment**

194 **Descriptive Results.** Physiological indicators are the most used by nurses to assess pain,
195 followed by behavioral indicators (Table 2). The indicators nurses report using least (“not at all”
196 and “very rarely”) were blood pressure (34.1%, n=69) and tongue protrusion (21.8%, n=44).

197 **Standardized Pain Scales Used by Nurses.** The scales used by nurses differed by country. For
198 the two French sites (n=93), 69 nurses responded to this item, of which 64 were “very familiar”
199 with the EDIN and DAN scales (92.53%) and 17 were “very familiar” with the Comfort-B scale
200 (24.64%). In Canada, for the two sites (n=109), only 32 nurses responded to the item. All nurses
201 responded that they were very familiar with the N-PASS scale. Nurses at Site 1 reported that the
202 tool was used in their neonatal unit, while nurses at Site 2 noted the lack of guidelines indicting
203 the use of a specific pain assessment tool. **Individual and Contextual Factors Related to Pain**

204 **Assessment.** The following continuous and categorical variables (see Tables 3 and 4) were
205 significantly associated with higher scores in pain assessment: level of care, work shift, level of
206 education, perception of FCC, perception of SSC, attitudes about and perceptions of pain in
207 preterm infants (NAPPAQ-FIPM Part I), as well as the frequency they reported using maternal-
208 driven interventions for pain management and nurse-driven interventions (NAPPAQ-FIPM Part
209 III). Conversely, the total score for Part II of NAPPAQ-FIPM on the behavioral and
210 physiological indicators nurses use to assess neonatal pain was not related to the following
211 factors: age, years of experience, having children, or physical environment (noise, light, and
212 safety). Level of care was a contextual factor associated with nurses’ pain assessment, with
213 nurses in intensive care units scoring higher in their assessment of pain. For the work shift
214 variable, nurses working the day or evening shift more frequently reported observing infants’

215 signs of pain during their assessments. Level of education is a significant individual factor:
216 nurses with the highest average scores for pain assessment were nurses with undergraduate
217 degrees and specialized pediatric nurses (1500 hours training).

218 Since nurses' perception of FCC was associated with their pain assessment, more
219 favorable perceptions of their ability to provide FCC is associated with increased observation of
220 indicators of infants' pain. Nurses' score on pain assessment significantly increased with greater
221 knowledge, more favorable attitudes, more training and education, and a greater implementation
222 of SSC (Table 3). Similarly, nurses' attitudes about and perceptions of neonatal pain, as well as
223 the frequency of their interventions, was associated with nurses' assessment of pain. Indeed,
224 nurses' scores were significantly correlated with their attitudes about and perceptions of preterm
225 infants' pain (NAPPAQ-FIPM Part I), their use of maternal-driven pain-management
226 interventions (NAPPAQ-FIPM Part III Subscale 1), and of nurse-driven pain management
227 interventions (NAPPAQ-FIPM Part III Subscale 2). Therefore, greater perception of preterm
228 infants' pain was related to a better pain assessment reflected by nurses assessing more indicators
229 of pain. Furthermore, more frequent use of maternal or nurse-driven interventions was associated
230 with more exhaustive pain assessment.

231

232 **NAPPAQ-FIPM Part III. Pain Management Interventions**

233 **Descriptive Results.** Nurses stated that, when performing a painful procedure, they "almost
234 always" or "always" applied four nursing-driven interventions: sucrose (94.5%), non-nutritive
235 sucking (94.6%), positioning (93.1%), and swaddling (85.2%) (Table 2). For mother-driven
236 interventions, only a few nurses reported that they "almost always" or "always" utilized SSC
237 (12.4%) and breastfeeding (10%). Several maternal-driven interventions were "never" or "very
238 rarely" performed; these include odor stimulation (68.3%) and rocking (38.6%).

239 **Factors in Implementing Maternal-Driven Interventions.** Many continuous and categorical
240 variables were significantly associated with a higher score in nurses' maternal-driven pain
241 management interventions: age, years of experience, level of care, work shift, level of education,
242 perceptions of FCC, perceptions of SSC (training and education as well as implementation),
243 assessment of pain in preterm infants (NAPPAQ-FIPM Part II), and nurse-driven interventions
244 (NAPPAQ-FIPM-Part III) (see Tables 3 and 4). However, maternal-driven interventions scores
245 were not significantly associated with the following factors: gender, having children, having had
246 a preterm, having had a hospitalized child, physical environment (noise, light, and safety),
247 attitudes about and perceptions of preterm infants' pain, and country.

248 Specifically, age and years of experience as a nurse were significantly associated with a
249 higher score for maternal-driven interventions. Also, the level of care intensity was significantly
250 correlated to higher mean scores of maternal-driven interventions for nurses working in
251 intermediate care units (see Table 4). For the work shift variable, a significant effect with a
252 higher mean score was found to be associated with the day and night shift (Table 4). The nurses'
253 level of education is also a significant individual factor, where training as a pediatric nurse was
254 correlated with a higher score for maternal-driven interventions.

255 Our findings show that nurses' perceptions of FCC were associated with their score for
256 maternal-driven interventions. This can be interpreted that more favorable perceptions of FCC
257 significantly increase the frequency of nurses' use of maternal-driven interventions for managing
258 pain. In addition, training, and education as well as the implementation of SSC also promote
259 nurses' use of maternal-driven interventions, i.e., nurses' scores for maternal-driven pain-
260 management interventions significantly increase when they have more SCC training and
261 education, and a better implementation of SSC. Similarly, pain assessment and the frequency of
262 nursing intervention influenced the use of maternal-driven interventions for pain. Thus, the

263 nurses' scores of maternal-driven interventions for pain management significantly increased with
264 better pain assessment and higher frequency of nursing interventions.

265 **Factors in Implementing Nurse-Driven Interventions.** Country, level of care, work shift, level
266 of education, having had a preterm infant, perceptions of FCC, perceptions of the environment
267 (light), perceptions of SSC (knowledge and attitudes), attitudes about and perceptions of preterm
268 infants' pain, and assessment of pain in preterm infants were all significantly associated with a
269 higher score in nurse-driven pain management interventions (Tables 3 and 4). However, there
270 were no significant association between the scores for nurse-driven interventions and age or years
271 of experience.

272 A significant difference was found for the country variable: Working in France was
273 associated with higher scores for nurse-driven interventions. Also, an overall effect of level of
274 care was found: Nurses working in intermediate care scored significantly higher for nursing
275 interventions for pain relief than the nurses rotating between different care intensities. An overall
276 significant difference was found among nurses according to work shift. Indeed, there was a
277 significant difference between those working the day shift and those on rotating shifts (i.e., day-
278 shift nurses used more interventions to manage pain than nurses on a schedule rotating between
279 day, evening, and night shifts). Nurses' level of nurse education was also a significant individual
280 factor. Pediatric nurses had the highest average score, indicating that this group performs more
281 nursing interventions than others. Nurses who had a preterm child scored significantly higher for
282 the implementation of interventions to relieve infants' pain. More favorable perceptions of FCC
283 were also significantly related to a higher score of nurse-driven interventions for pain
284 management and scores for nurse-driven interventions significantly increased when nurses had
285 more knowledge and more favorable attitudes about SSC. Similarly, attitudes and perceptions in

286 favor of neonatal pain management as well as higher scores in pain assessment seemed to
287 encourage nurses to implement nurse-driven pain-management interventions.

288

289 **Discussion**

290 Our results show that nurses held perceptions in favor of preterm infants' pain
291 management, even though they reported using few standardized instruments and basing their
292 assessment on neonates' behavioral indicators. Nurses listed sucrose, non-nutritive sucking, and
293 positioning as the interventions they tended to favor to control infants' pain during routine
294 procedures; conversely, they rarely used SSC and breastfeeding. Furthermore, we found a
295 significant association between nurses' attitudes about and perceptions of preterm infants' pain,
296 their assessment practices, and the pain-management interventions these care providers tended to
297 implement. Several factors were related to nurses' attitudes and perceptions, assessment
298 practices, and pain management, namely their country, the unit, the level of care, their work shift,
299 their age, their level of education, and their family situation (having children, personal experience
300 of having a preterm child or a hospitalized child).

301

302 **PART I**

303 The nurses had highly perceptions in favor of preterm infants' pain management. Nurses
304 working at Site 4 showed less perceptions in favor of neonatal pain management than their peers
305 at the other sites. This may be explained by the lack of clinical-practice guidelines for pain
306 management in that NICU.³⁸ Our results support existing knowledge, which shows that units with
307 clinical practice guidelines, and nurse training in the use of validated pain scales are all essential
308 elements for nurses to effectively manage infant pain in the NICU.⁸ Moreover, systematic pain
309 assessment at each clinical round has been shown to encourage nurses to use of pain management

310 interventions,¹⁵ indicating that it is crucial for NICUs nurses to have a framework for assessing
311 and managing both procedural and continuous pain.¹⁷

312

313 **PART II**

314 The American Academy of Pediatrics¹⁶ advocates use of validated tools (i.e. EDIN, DAN,
315 N-PASS), given that all such tools employ rigorous psychometrics tests. In our study,
316 standardized pain-assessment tools used in France, the EDIN and the DAN, were developed in
317 this country. In Canada, however, nurses use the N-PASS scale, a more recent tool developed in
318 the United States and available only in English. The EDIN and the DAN are unidimensional pain
319 measures, i.e. tools that integrate only behavioral indicators; the N-PASS's physiological and
320 behavioral indicators make it possible for nurses to conduct a multidimensional evaluation of
321 pain.²⁷ The nature of the tools used may therefore explain why French nurses had higher mean
322 scores for behavioral indicators of pain than their Canadian peers. Even if the tools used in
323 France do not account for physiological indicators, nurses reported that they nonetheless consider
324 these indicators when assessing procedural pain in infants. Assessing pain in preterm infants is
325 therefore a concern that requires the use of validated tools and adequate documentation in care
326 records.⁵⁰

327 All nurses in our study mainly used behavioral signs to assess pain in preterm infants.
328 This finding is not surprising since these are also the most easily observed indicators, although it
329 is important to note that signs of pain are more subtle and difficult to identify in preterm infants
330 than in full-term newborns.⁴⁵ Indeed, the more premature the infant, the fewer the observable
331 crying, motor responses, and facial expressions.^{46,47} Extremely preterm infants (born before 28
332 weeks of gestation) may not visibly respond to pain at all. Although the reasons for this are
333 currently unknown,⁴⁸ such an absence of reaction means that infants do not express pain, not that

334 they do not feel pain.⁴⁹ The four sites at which we recruited nurse-participants admit preterm
335 infants younger than 28 weeks of gestation.

336

337 **PART III**

338 The interventions known to effectively manage infants' pain are sucrose, which can be
339 combined with non-nutritive sucking, and SSC.⁵¹ Our findings show that sucrose and non-
340 nutritive sucking are well-established practices in all the NICUs studied, while SSC is underused.
341 Existing knowledge on what keeps nurses from using SSC as a pain-management intervention
342 suggest that the time this practice requires to set up, nurses' comfort during the painful procedure
343 and maternal absence are the barriers most frequently reported by nurses.⁵² SSC should be better
344 utilized by nurses, especially given that undesirable effects of repeated administration of sucrose
345 are reported, including neurological impacts.⁵³ In addition, we found that training (Subscale 3 of
346 the SSC questionnaire) and implementation (Subscale 4 of the SSC questionnaire) for another
347 purpose than pain promote nurses' pain assessment and management interventions. A possible
348 explanation for this finding is that, for infants' safety during SSC, nurses are trained to recognize
349 signs, which are the same as those utilized to assess pain, though their meaning is different.

350 As for the interventions that would appear to be effective for reducing infants' pain but
351 that require further research, only swaddling was reported to be widely used by nurses.
352 Swaddling is a developmental care practice that has grown in recent years with the
353 implementation of swaddling baths, now a standard of care in many NICUs.⁵⁴ This may explain
354 why nurses reported using swaddling more frequently for pain relief than other procedures. -
355 Furthermore, our findings show a significant correlation between the nurses' total FCC score and
356 pain management interventions. This could be explained by parental involvement in pain care.⁵⁵

357

358 **CONTEXTUAL AND INDIVIDUAL FACTORS**

359 Our results indicate that nurses' attitudes and perceptions (NAPPAQ-FIPM Part I),
360 assessment practices (NAPPAQ-FIPM Part II), and pain management interventions (NAPPAQ-
361 FIPM Part III) were related to contextual factors, such as country, level of care, work shift, and
362 individual factors, such as age, years of experience, level of education, and had a preterm infant.

363 Compared to Canadian nurses, nurses in France reported more frequently using nurse-
364 driven interventions to manage infants' pain. The differences between countries can be explained
365 by distinct healthcare cultures and differences in the standardized tools used to assess pain.
366 Moreover, the NICU Site 2 in Canada did not have practice guidelines.³⁸ Sites' use of practice
367 guidelines or lack thereof influenced nurses' pain assessment and management practices.¹⁵ Our
368 findings show that intensive care nurses observed more infants' pain assessment signs than those
369 working in the intermediate care level unit. Paradoxically, our findings show that nurses working
370 in the intermediate care level unit reported performing more frequently pain management
371 interventions than those working in the intensive care units. The nature of the population in the
372 unit could be a potential explanation for these findings. Preterm infants hospitalized in the
373 intensive care units have lower gestational age and weight which may influence their health
374 status and request nursing advanced skills for evaluation, which could explain why nurses in the
375 intensive care reported observing more pain signs. Other factors which might have influenced our
376 results, consist of the workload in the neonatal unit, that may affect the time allocated to pain
377 management and interdisciplinary collaboration.⁴⁵ For example, for an intubated preterm infant,
378 the collaboration and availability of a respiratory therapist is required to place the infant in SSC
379 for pain management. Further research is needed to better understand these findings.

380 As their individual factors of age and years of experience increased, the nurses in our
381 study performed more pain management interventions. Our results are consistent with those of

382 Polkki et al.¹⁴ who identified age as a factor influencing pain perception. These authors also
383 found a correlation between nursing practice in pain management and professional experience
384 that was similar to our results and indicates that years of nursing experience are associated with
385 more perceptions in favor of preterm infants' pain management. Our results indicate further that
386 pediatric nurses, who have higher educational level, hold more perceptions in favor of preterm
387 infants' pain management, realize extensive pain assessment, and report more frequently using
388 interventions for pain management compared to other nurses. The influence of a higher level of
389 education on attitudes about and perceptions of preterm infants' pain has been previously
390 reported.¹⁴

391 Nurses who have had the personal experience of giving birth to a preterm child may be
392 more sensitive to infants' pain, resulting in their more frequent use of nursing interventions to
393 manage this pain. As Waxman et al⁵⁷ point out, healthcare professionals' sensitivity could
394 increase their involvement in pain assessment and management. In addition, our study identified
395 that working the day shift is associated with a higher score for nurses' perceptions, assessments,
396 and interventions. According to Latimer et al,⁵⁶ nurse-physician collaboration, which is facilitated
397 by the day shift, was a significant predictor of evidence-based care during painful procedures.

398 Interestingly, we found that each part of the NAPPAQ-FIPM was significantly associated
399 with the others. These results suggest interdependence between nurses' perceptions of neonatal
400 pain, pain assessment, and pain management. Indeed, a dynamic process is involved during pain
401 assessment and interventions that is influenced by nurses' perceptions of preterm infants' pain.

402

403 **Conclusion**

404 This study assessed nurses' perceptions of pain, assessment practices, and
405 pain-management interventions. Since repeated and untreated pain has major consequences on

406 preterm infants' development, it is crucial nurses be skilled in assessing pain and that they
407 intervene adequately to manage pain. In the NICU, better pain management begins with utilizing
408 regularly updated clinical practice guidelines and interprofessional collaboration. Each NICU
409 should indeed implement validated pain assessment scales and train nurses both to better
410 recognize preterm infants' signs of pain and to assess and respond to this pain. It is crucial that
411 education and pain guidelines to encourage the use of effective interventions, like sucrose and
412 SSC, improving nurses' management of preterm infants' pain. Since level of education influence
413 nurses' pain care, continuous training on pain assessment and management used in conjunction
414 with SSC and FCC could improve their management of preterm infants' pain. Furthermore,
415 considering factors that were associated with the assessment and implementation of interventions,
416 namely country, level of care, work shift, age, level of education, personal experience, perception
417 of pain, SSC, and FCC, would be a starting point for developing educational interventions for
418 nurses.

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566 **Legends for Tables and Figures**

567 Table 1. Nurses' sociodemographic data

568 Table 2. Nurses' perceptions, assessment, and interventions regarding procedural pain in preterm
569 infants

570 Table 3. Mixed model (continuous variables)

571 Table 4. Mixed model (categorical variables)

572

573

Table 1. Nurses' sociodemographic data

Variables	Site 1 (n=56)	Site 2 (n=53)	Site 3 (n=49)	Site 4 (n=44)	Total (n=202)
	Mean ± SD	Mean ± SD	Mean ± SD	Mean ± SD	Mean ± SD
Age (y)	31.52 ± 8.347	33.92 ± 10.086	35.22 ± 9.659	35.41 ± 7.878	33.90 ± 9.135
Years of experience as a nurse	9.38 ± 7.731	11.72 ± 9.871	11.53 ± 8.939	10.64 ± 7.327	10.22 ± 8.37
Years of experience in the NICU	7.80 ± 7.14	9.33 ± 8.342	9.30 ± 6.569	10.95 ± 15.156	8.14 ± 6.95
Years of experience in this NICU	6.66 ± 7.44	9.13 ± 8.221	9.67 ± 14.874	10.12 ± 15.516	7.14 ± 6.93
	n (%)	n (%)	n (%)	n (%)	n (%)
Gender *					
Women	56 (100%)	51 (96.23%)	45 (91.84%)	44 (100%)	196 (97%)
Men	0	1 (1.89%)	4 (8.16%)	0	5 (2.5%)
Level of care †					
Intensive care (level 3)	0	0	18 (36.73%)	18 (40.91%)	36 (17.8%)
Intermediate care (level 2)	0	0	13 (26.53%)	25 (56.82%)	38 (18.8%)
Step-down unit (level 1)	0	0	17 (34.96%)	0	17 (8.4%)
Rotations across level of care	56 (100%)	53 (100%)	0	0	109 (54%)
Work shift ‡					
Day	16 (28.57%)	29 (54.72%)	25 (51.02%)	24 (54.55%)	94 (46.5%)
Evening	14 (25%)	1 (1.89%)	0	0	15 (7.4%)
Night	16 (28.57%)	3 (5.66%)	19 (38.78%)	13 (29.55%)	51 (25.2%)
Rotations	10 (17.86%)	19 (35.85%)	0	0	29 (14.4%)
Level of education §					
College diploma	8 (14.29%)	7 (13.21%)	0	0	15 (7.4%)
College-Bachelor	18 (32.14%)	14 (26.42%)	0	0	32 (15.8%)
Bachelors	19 (33.93%)	26 (49.06%)	24 (48.98%)	16 (36.36%)	61 (30.2%)
Pediatric nurse	9 (16.07%)	0	24 (48.98%)	28 (63.64%)	61 (30.2%)
Master	1 (1.79%)	5 (9.43%)	0	0	6 (3%)
Having a child					
Yes	19 (33.93%)	18 (33.96%)	28 (57.14%)	30 (68.18%)	95 (47%)
No	37 (66.07%)	35 (66.04%)	21 (42.86%)	14 (31.82%)	107 (53%)
Having given birth to a preterm infant *					
Yes	0	3 (5.66%)	1 (2.04%)	9 (20.45%)	13 (6.4%)
No	19 (33.93%)	14 (26.42%)	27 (55.10%)	21 (47.73%)	81 (40.1%)
Having had one of their children hospitalized at some point in the past 					
Yes	6 (10.71%)	7 (13.21%)	15 (30.61%)	12 (27.27%)	40 (19.85%)
No	9 (16.07%)	10 (18.87%)	13 (26.53%)	18 (40.91%)	50 (24.8%)

* 1 missing †2 missing; ‡ 13 missing; § 3 missing; || 5 missing

Table 2. Nurses' perceptions, assessment, and interventions regarding procedural pain in preterm infants

ATTITUDES AND PERCEPTIONS ON PRETERM INFANTS' PAIN						
	Totally agree n (%)	Are to some extent n (%)	Don't know n (%)	Disagree to some extent n (%)	Totally disagree n (%)	Missing n (%)
1. Pain assessment of the preterm infant is not important.	3 (1.5%)	0	0	9 (4.5%)	187 (92.6%)	3 (1.5%)
2. Pain scales are important to use in preterm infants' pain assessment.	154 (76.2%)	29 (14.4%)	2 (1%)	4 (2%)	10 (5%)	3 (1.5%)
3. I can assess preterm infants' pain reliably without pain scales.	18 (8.9%)	79 (39.1%)	16 (7.9%)	63 (31.2%)	21 (10.4%)	5 (2.5%)
4. Systematic documentation in pain assessment is a prerequisite for implementing good pain management of preterm infants.	111 (55%)	60 (29.7%)	15 (7.4%)	6 (3%)	7 (3.5%)	3 (1.5%)
5. Nervous system in a preterm infant is mature enough to be able to sense pain.	151 (74.8%)	35 (17.3%)	1 (0.5%)	5 (2.5%)	7 (3.5%)	3 (1.5%)
6. Preterm infants are able to sense pain, even if they could not express it.	158 (78.2%)	26 (12.9%)	3 (1.5%)	7 (3.5%)	4 (2%)	4 (2%)
7. A preterm infant is more sensitive to sense pain than a full-term infant is.	79 (39.1%)	53 (26.2%)	47 (23.3%)	17 (8.4%)	2 (1%)	4 (2%)
8. A preterm infant's pain expression is influenced by infant's age and developmental factors.	91 (45%)	80 (39.6%)	20 (9.9%)	7 (3.5%)	1 (0.5%)	3 (1.5%)
9. A preterm infant's pain expression is influenced by infant's health.	90 (44.6%)	83 (41.1%)	15 (7.4%)	10 (5%)	1 (0.5%)	3 (1.5%)
10. A preterm infant's pain expression is influenced by other stress factors (e.g. hunger, cold).	99 (49%)	78 (38.6%)	17 (8.4%)	4 (2%)	1 (0.5%)	3 (1.5%)
11. A premature infant's pain expression is influenced by several factors at the same time	89 (44.1%)	95 (47%)	8 (4%)	5 (2.5%)	1 (0.5%)	4 (2%)
12. Physiological changes (i.e. blood pressure, heart rate) tell always about the infant's pain	27 (13.4%)	85 (42.1%)	14 (6.9%)	62 (30.7%)	11 (5.4%)	3 (1.5%)
13. Behavioral changes tell always about the infant's pain.	22 (10.9%)	94 (46.5%)	9 (4.5%)	63 (31.2%)	11 (5.4%)	3 (1.5%)
14. Hormonal changes tell always about the infant pain.	6 (3%)	31 (15.3%)	106 (52.5%)	46 (22.8%)	9 (4.5%)	3 (1.5%)
ASSESSMENT: SIGNS OF PAIN USED BY NURSES						
<i>When I assess premature infant's pain in neonatal intensive care unit (e.g. during the heel stick), I observe the following parameters:</i>	No at all n (%)	Very seldom n (%)	Sometimes n (%)	Nearly always n (%)	Always n (%)	Missing n (%)
Physiological parameters						
15. heart rate	0	6 (3%)	23 (11.4%)	50 (24.8%)	118 (58.4%)	5 (2.5%)
16. respiratory rate	2 (1%)	15 (7.4%)	32 (15.8%)	57 (28.2%)	92 (45.5%)	4 (2%)
17. blood pressure	32 (15.8%)	37 (18.3%)	59 (29.2%)	41 (20.3%)	28 (13.9%)	5 (2.5%)
18. oxygen saturation	1 (0.5%)	9 (4.5%)	19 (9.4%)	40 (19.8%)	129 (63.9%)	4 (2%)
Behavioral parameters						
19. crying/moaning	0	0	2 (1%)	23 (11.4%)	174 (86.1%)	3 (1.5%)
20. state of arousal/alertness	0	1 (0.5%)	12 (5.9%)	40 (19.8%)	145 (71.8%)	4 (2%)
21. arm movements	0	4 (2%)	17 (8.4%)	41 (20.3%)	137 (67.8%)	3 (1.5%)
22. leg movements	1 (0.5%)	3 (1.5%)	17 (8.4%)	38 (18.8%)	140 (69.3%)	3 (1.5%)
Facial expressions						
23. facial expressions in general	0	0	2 (1%)	31 (15.3%)	166 (82.2%)	3 (1.5%)
24. browbulge	0	2 (1%)	7 (3.5%)	34 (16.8%)	156 (77.2%)	3 (1.5%)
25. eye squeeze	1 (0.5%)	1 (0.5%)	26 (12.9%)	44 (21.8%)	127 (62.9%)	3 (1.5%)
26. naso-labial furrow	11 (5.4%)	20 (9.9%)	49 (24.3%)	43 (21.3%)	76 (37.6%)	3 (1.5%)
27. mouth stretch	9 (4.5%)	11 (5.4%)	58 (28.7%)	51 (25.2%)	68 (33.7%)	5 (2.5%)
28. lip pursing	4 (2%)	17 (8.4%)	46 (22.8%)	53 (26.2%)	78 (38.6%)	4 (2%)
29. taut tongue	15 (7.4%)	29 (14.4%)	61 (30.2%)	39 (19.3%)	48 (23.8%)	10 (5%)
30. chin quiver	7 (3.5%)	13 (6.4%)	43 (21.3%)	51 (25.2%)	84 (41.6%)	4 (2%)
PAIN INTERVENTIONS REALIZED TO MANAGE PRETERM INFANTS' PAIN AS REPORTED BY NURSES						
<i>When I perform a painful procedure, I perform non-pharmacological interventions:</i>	Never n (%)	Very seldom n (%)	Sometimes n (%)	Nearly always n (%)	Always n (%)	Missing n (%)
Maternal-driven interventions						

42. breastfeeding	22 (10.9%)	59 (29.2%)	96 (47.5%)	10 (5%)	9 (4.5%)	6 (3%)
43. skin-to-skin contact	12 (5.9%)	34 (16.8%)	126 (62.4%)	15 (7.4%)	10 (5%)	5 (2.5%)
44. maternal milk (in the mouth)	5 (2.5%)	18 (8.9%)	117 (57.9%)	44 (21.8%)	12 (5.9%)	6 (3%)
46. rocking	21 (10.4%)	57 (28.2%)	79(39.1%)	3 (14.9%)	11 (5.4%)	4 (2%)
54. odors	92 (45.5%)	46 (22.8%)	36 (17.8%)	14 (6.9%)	9 (4.5%)	5 (2.5%)
Nurse-driven interventions						
39. sucrose	0	0	8 (4%)	79 (39.1%)	112 (55.4%)	3 (1.5%)
40. non nutritive sucking	0	0	8 (4%)	67 (33.2%)	124 (61.4%)	3 (1.5%)
41. positioning	1 (05%)	0	10 (5%)	62 (30.7%)	126 (62.4%)	3 (1.5%)
45. swaddling	1 (0.5%)	4 (2%)	20 (9.9%)	82 (40.6%)	90 (44.6%)	5 (2.5%)
48. hand containment	9 (4.5%)	6 (3%)	55 (27.2%)	81 (40.1%)	46 (22.8%)	5 (2.5%)
Parental involvement						
49. involve the mother	2 (1%)	4 (2%)	89 (44.1%)	67 (33.2%)	36 (17.8%)	4 (2%)
50. involve the father	2 (1%)	6 (3%)	93 (46%)	62 (30.7%)	34 (16.8%)	5 (2.5%)
Environmental interventions						
52. decrease the light	14 (6.9%)	42 (20.8%)	59 (29.2%)	55 (27.2%)	25 (12.4%)	7 (3.5%)
53. decrease the noise	16 (7.9%)	35 (17.3%)	54 (26.7%)	67 (33.2%)	25 (12.4%)	5 (2.5%)
Sensorial interventions						
47. music	75 (37.1%)	52 (25.7%)	50 (24.8%)	17 (8.4%)	3 (1.5%)	5 (2.5%)
51. heel massage	77 (38.1%)	44 (21.8%)	35 (17.3%)	25 (12.4%)	14 (6.9%)	7 (3.5%)

Table 3. Mixed model (continuous variables)

	NAPPAQ-FIPM-Part I			NAPPAQ-FIPM-Part II			NAPPAQ-FIPM-Part III					
	Pain perception			Pain assessment (total score)			Maternal-driven interventions			Nurses-driven interventions		
Individual and contextual factors	Estimate	95% CI	p value	Estimate	95% CI	p value	Estimate	95% CI	p value	Estimate	95% CI	p value
Sociodemographics factors												
Age	.026	-.055, .108	.524	.026	-.096, .147	.679	.055	.006, .104	.028	.002	-.032, .036	.911
Years of experience as a nurse	.035	-.053, 0.124	.432	.056	-.075, .187	.401	.057	.004, .110	.035	.014	-.023, .051	.448
Years of experience in a NICU	.006	-.102, .112	.920	.048	-.110, .207	.548	.038	-.027, .102	.251	.009	-.035, .053	.691
Years of experience in this NICU	.002	-.106, .111	.971	.047	-.112, .207	.560	.019	-.046, .084	.563	.003	-.049, .0147	.898
Other questionnaires												
Family centered care (total score)	.109	-.023, .242	.106	.334	.131, .528	.001	.087	.007, .167	.034	.096	.042, .150	.001
Knowledge on skin-to skin contact (SCC)	.665	.316, 1.015	<.001	.825	.296, 1.353	.002	.176	-.043, .394	.115	.217	.070, .363	.004
Attitude toward SSC	.511	.072, .951	.023	.947	.297, 1.598	.005	.256	-.012, .523	.061	.248	.065, .431	.008
Training and education on SSC	.059	-.158, .276	.595	.596	.282, .901	<.001	.315	.190, .439	<.001	.081	-.008, .170	.075
Implementation of SSC	.042	-.166, .249	.692	.564	.268, .860	<.001	.209	.087, .332	.001	.049	-.035, .134	.248
Sound	.051	-.245, .346	.736	.237	-.206, .680	.292	.109	-.071, .288	.236	.086	-.037, .209	.170
Environment security	-.053	-.232, .126	.563	-.055	-.323, .213	.685	.064	-.044, .173	.244	.068	-.006, .142	.070
Light	.143	-.149, .435	.334	.263	-.172, .699	.234	.055	-.122, .232	.540	.152	.032, .273	.014
NAPPAQ-FIPM												
Part I -Pain perception	-	-	-	.333	.130, .537	.001	.053	-.031, .138	.217	.082	.024, .139	.005
Part II -Pain assesment	.149	.057, .231	.002	-	-	-	.112	.058, .167	<.001	.087	.050, .124	<.001
Part III – subscale 1 – Maternal-driven interventions	.155	-.075, .384	.185	.692	.350, 1.013	<.001	-	-	-	.305	-.824, 1.433	.136
Part III – subscale 2 Nurses-driven interventions	.454	.125, .783	.007	1.087	.612, 1.562	<.001	.617	.434, .801	<.001	-	-	-

Table 4. Mixed model (categorical variables)

Individual and contextual factors	NAPPAQ-FIPM-Part I			NAPPAQ-FIPM-Part II			NAPPAQ-FIPM-Part III					
	Pain perception			Pain assessment (total score)			Maternal-driven interventions			Nurse-driven interventions		
	Means	CI	P value	Means	CI	P value	Means	CI	P value	Means	CI	P value
Having a child (Ref = No)			.667			.457			.090			.151
Yes	53.16	51.15, 55.18		68.60	63.17, 74.03		13.93	12.33, 15.52		21.98	21.35, 22.61	
No	52.83	50.80, 54.86		67.08	62.73, 71.44		13.13	11.52, 14.74		21.52	20.88, 22.16	
Having given birth to a preterm infant (Ref = No)			.526			.664			.129			.008
Yes	54.63	51.44, 57.82		65.66	61.27, 70.05		14.77	12.70, 16.85		23.58	23.33, 24.83	
No	53.00	51.12, 54.89		68.42	64.06, 72.78		13.84	12.32, 15.35		21.72	21.10, 22.33	
Having had one of their children hospitalized at some point in the past (Ref = No)			.888			.191			.091			.256
Yes	53.09	50.87, 55.31		13.76	12.37, 15.15							
No	53.27	51.14, 55.41		12.87	10.92, 14.81		13.39	11.76, 15.02		22.14	21.38, 22.91	
Yes	53.27	51.14, 55.41		13.52	12.13, 14.91		14.37	12.76, 15.97		21.94	21.39, 22.65	
No				12.52	10.93, 14.11							
Level of education			<.001			<.001			<.001			<.001
College diploma	52.28	49.24, 55.31		71.36	66.40, 76.31		13.60	11.77, 15.43		21.22	20.13, 22.32	
College Bachelor	52.54	50.13, 54.95		66.09	61.87, 70.30		12.80	11.32, 14.29		21.47	20.74, 22.20	
Bachelor	52.84	50.84, 54.85		67.05	63.15, 70.96		13.14	11.85, 14.43		21.33	20.88, 21.77	
Pediatric nurse	53.33	51.19, 55.48		68.84	64.89, 72.79		14.36	13.01, 15.70		22.67	22.14, 23.19	
Master	54.44	49.93, 58.95		66.46	59.53, 73.39		13.30	10.62, 15.97		20.97	19.22, 22.72	
Country (Ref = Canada)			.157			.467			0.106			.003
France	54.03	51.41, 56.65		69.00	60.08, 77.93		14.44	12.57, 16.31		22.16	21.77, 22.56	
Canada	51.10	49.03, 54.94		66.32	57.16, 75.48		12.61	10.58, 14.64		21.35	20.99, 21.71	
Level of care			.212			<.001			<.001			<.001
Intensive care	53.86	51.85, 55.87		70.29	62.44, 78.14		12.89	11.32, 14.46		21.95	21.26, 22.64	
Intermediate care	54.73	52.71, 56.76		69.00	61.11, 76.89		15.75	14.16, 17.34		22.65	21.99, 23.32	
Step-down unit	52.29	49.48, 55.11		65.48	58.20, 72.75		14.85	12.97, 16.74		21.34	20.67, 22.37	
Rotation across level of care	51.98	49.35, 54.62		66.32	56.68, 75.96		12.61	10.45, 14.77		21.45	20.67, 29.34	
Work shift			<.001			<.001			<.001			<.001
Day	53.57	52.32, 54.81		68.51	64.39, 72.63		13.76	12.37, 15.15		22.12	21.63, 22.61	
Evening	50.24	47.44, 53.04		67.31	62.06, 72.56		12.87	10.92, 14.81		20.89	19.74, 22.05	
Night	52.56	51.05, 54.12		66.80	62.76, 70.85		13.52	12.13, 14.91		21.53	20.91, 22.14	
Rotations	51.23	49.14, 53.32		65.62	61.17, 70.06		12.52	10.93, 14.11		20.54	19.68, 21.39	