Professionalism in Nursing
2020 Year of the Nurse: Are You Ready?

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Objectives

- Describe the Profession of Nursing’s Vision for Excellence

- Discuss Medical Surgical Nurse’s Contribution to the changing health care climate

- **Formulate a personal journey to promote Nursing Professionalism**
Looking Back to Move Forward

2020

Marks the 200th Anniversary of Florence Nightingale’s Birth
Looking Back to Move Forward

Nightingale’s Contributions

Transform nursing into a respectable profession for women

Establish the first professional training school for nurses in 1860
Looking Back to Move Forward

- Hospital Design
- Pioneering Infection Control
- Healthy Diets
- Invented the pie chart
- Use of statistics in healthcare
- Started a School of Midwifery nursing

Professional Framework for Practice

From the time of Florence Nightingale to today...

We are a member of a Profession not an employee workgroup
What Makes a Profession

• Knowledge is based on ________________

• __________ Review

• Governance Structure

• Unique relationship with Client: Patient _____________
WHO has one mission:

*to assist each country in achieving the most optimum health possible for their people*
International Recognition of Nursing

Nurses are the “Bridge” of Healthcare

Photo by: Kathleen Bradley 2018
Nursing Now Campaign

• aims to improve health by raising the profile and status of nursing worldwide

Nursing Now Campaign

- Nurses have a voice in health policy-making
- Recruiting more nurses into leadership positions
- Research on nursing’s greatest impact
- Investment in Nursing Workforce
- Sharing best practice
International Council of Nurses
Strategic Priorities

1. Universal Health Coverage
2. Person Centred Care
3. Antimicrobial Resistance
4. Ageing
5. Immunisation
6. Human Resources for Health
7. Mental Health
8. Non-communicable Diseases
9. Sustainable Development Goals

https://www.icn.ch/nursing-policy/icn-strategic-priorities
2020 U.S. Vision

American Nurse’s Association

Nurses advancing our profession to improve health

https://www.nursingworld.org/education-events/
ANA

ANA exists to advance the nursing profession by:

• Fostering high standards of nursing practice;

• Promoting a safe and ethical work environment;

• Bolstering the health and wellness of nurses; and

• Advocating on health care issues that affect nurses and the public.
How has the US impacted the Nursing Profession? Magnet® Recognition Program

490 Magnet Recognized Hospitals
9 Countries
49 States
The Top 5 Action Steps

1. Embrace your Professionalism
   - Know your Professional Organization’s Standards of Practice
   - Understand the work of your specialty organization

2. Prepare the Next Generation of Nurses

3. Improve your professional practice to align with Quality and Safety Competencies

4. Seek Professional Development
Embracing Professionalism  
What is My Nursing’s Vision?

American Organization of Nurse Executives (AONE)  
To shape health care through innovative and expert nursing leadership

Sigma Theta Tau International  
Create a legacy of personal leadership  
Engage in collaboration  
Respond to vulnerable populations  
Embrace technology

What is the Medical Surgical Nursing Vision?

AMSН Vision

Medical-surgical nurses use their powerful voice and focused action to continuously improve patient care

Medical-surgical nursing is the single largest nursing specialty in the United States

https://www.amsn.org/practice-resources/what-medical-surgical-nursing
What should you do? Know standards

Aligning with other Professional Organizations

**ANA**
- Code of Ethics
- Delegation
- Nurse’s Bill of Rights

**ENA (Emergency Nurses’ Association)**
- Holding, Crowding, and Patient Flow

**AHRQ (Agency for Healthcare Research and Quality)**
- Patient Safety & Medical Errors

**HPNA (Hospice and Palliative Nurses Association)**

**ASPMNP (American Society of Pain Management Nurses)**
- Hospice and Palliative Care
- Pain

**American Psychological Nurses Association (APNA)**
- Whole Health Begins with Mental Health
What should you do
Understand the work of my professional organization

- Health Literacy
- Medical-Surgical Nursing Certification
- Political Awareness for the RN
- Staffing Standards for Patient Care
- Practice Environment Advocacy

_The most distinguishing characteristic of med-surg nurses is that they are master coordinators._

https://www.amsn.org/practice-resources/what-medical-surgical-nursing
https://www.amsn.org/practice-resources/scope-and-standards
Preparing the next generation

The future of nursing is in our next generation

Turnover Rate
15.1 – 16.8%
19.4% -1st year turnover
Lowest rates in West

Vacancy Rate
8.2%
2.5 months to recruit experienced RN

Employment Rate
California 81.1%
San Francisco Bay Area 70.5%
Hospital Inpatient 64.9%

45% of hospitals will increase RN workforce

The Current Healthcare Climate

Future of Nursing

Healthcare Reform

Patient Safety

ACO’s

Medical Homes

Insurance Reform

Insurance Denials

Uninsured

Underinsured

Quality

Healthcare Systems

Access, Access, Access

Change

Technology

Value

Lucile Packard
Children’s Hospital
Stanford
Quality - Safety Competencies

• Redefining what it looks like to work in Health care

What defines nursing practice?
IOM and the introduction of Quality & Safety Competencies

IOM Goal: Align healthcare providers around identified competencies in order to improve quality and safety in healthcare. Improve utilization of healthcare providers to achieve safe and effective outcomes.
Quality Safety Education for Nurses (QSEN) Long – Range Goal

Academia
To reshape professional identity formation in nursing so that it includes commitment to the implementation of the IOM competencies.
Quality Safety Education for Nurses (QSEN)

QSEN Goal: Prepare nurses with the knowledge, skills, and attitudes (KSAs) necessary to continuously deliver quality and safe patient care

How did this happen?

Robert Woods Johnson (RWJ) Foundation funded the Quality and Safety Education for Nurses (QSEN) project for 4 phases to date: $5.9 Million
QSEN Competencies

- Patient/Family Centered Care
- Teamwork and Collaboration
- Safety
- Evidence-Based Practice
- Quality Improvement
- Informatics
  - Leadership
  - Professionalism
My story

IOM recommended Quality & Safety Competencies\textsuperscript{1,2}

Academia responded with QSEN\textsuperscript{3}

Practice responded with assessment and application of QSEN into Practice\textsuperscript{4,5}

If this cycle does not continue to grow....

New graduate nurses will lose knowledge gained about Quality Improvement if the practice setting does not apply quality competencies into the work\textsuperscript{6}
Practice
To reshape Nursing’s professional identity so that it includes commitment to the implementation of the IOM competencies.
## Applying Quality & Safety Competencies

### 2009: RN Job Description for Centura Health

### 2012: APN Job Description for Centura Health

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Enhancing Quality Safety Competencies

2014: Clinical Ladder – Children’s Hospital Colorado

2017: Research by University of Pennsylvania

Measurements to Assess Culture of Quality and Safety

**Patient Outcomes**

Nursing Sensitive Indicators - NDNQI
- CAUTI, CLABSI, Falls, HAPI, Restraints, VAE

Patient Satisfaction Indicators - HCAHPS

Value Calculations - Quality & Avoidable Costs

**Culture of Quality and Safety**

Unit-based EBP Projects
- Target 50% increase

Staff participation in Quality Improvement
- Use of Checklists
- Use of Audits

Nursing Research Projects
Nurses should practice to the **full extent of their education** and training.

Nurses should achieve higher levels of education and training through an improved education system that promotes **seamless academic progression**.

Nurses should be full partners, with physicians and other health care professionals, in **redesigning health care** in the United States.

Effective workforce planning and **policy making** require better data collection and **information infrastructure**.
Looking Back to Move Forward

2020

How do we look in Nightingale’s vision?
Nursing Now Campaign

- Nursing Now Campaign

- How do we compare to Nursing Now?

- Research on nursing’s greatest impact

- Sharing best practice

- Recruiting more nurses into leadership positions

- Investment in Nursing Workforce

- Nurses have a voice in health policy-making
What do you commit to for your personal Nursing Professionalism Journey?
What will our legacy for nursing be?

Nurses share a common bond – a wealth of experiences that sets their work apart from other professions. They also have a moment, that moment, when they know: They don’t just do the work of a nurse, they are a nurse.
Questions??
References


