



Michigan Nurses Association presentation to the House Health Policy Committee Feb. 10, 2015

- MNA is the largest labor organization and professional association for registered nurses in Michigan.
- RNs are the largest and most versatile segment of the healthcare workforce.
- Nurses are the healthcare professionals who provide the vast majority of hands-on, direct patient care.

EXHIBIT 1. Employment Status of RNs and LPNs in Michigan, 2014

	RNs		LPNs	
	%	Number*	%	Number*
Total number of nurses licensed by Michigan		136,045		24,666
Total active nurses—employed in nursing or related area	81.2%	110,469	74.4%	18,352
Not employed, and seeking employment in nursing or related area	2.8	3,809	5.5	1,357
Employed, but not in nursing	2.5	3,401	4.2	1,036
Not employed, and seeking employment outside nursing	0.2	272	0.5	123
Temporarily not working and not looking for a job	5.3	7,210	6.8	1,677
Retired with no plans to return to work	8.0	10,884	8.6	2,121
Active nurses employed in Michigan (91.2 percent of active RNs, 95.1 percent of active LPNs)		100,748		17,453
Active nurses providing direct care services in Michigan (81.7 percent of active RNs employed in MI, 89.2 percent of active LPNs employed in MI)		82,311		15,568

SOURCE: Michigan Center for Nursing Survey of Nurses 2014.
*NOTE: The number of nurses licensed by Michigan is from the Michigan licensure files maintained by the Michigan Department of Licensing and Regulatory Affairs as of January 1, 2014. All other numbers are estimated based on data from the Michigan Center for Nursing Survey of Nurses 2014.

(Approximately 8,100 licensed Michigan RNs have a certification as Advanced Practice Registered Nurses)

- Nurses value their role as patient advocates above all else.
- This sacred bond explains why the public ranks registered nurses as the most honest and ethical profession year after year.

U.S. Views on Honesty and Ethical Standards in Professions

Please tell me how you would rate the honesty and ethical standards of people in these different fields -- very high, high, average, low, or very low?

	% Very high or high	% Average	% Very low or low
Nurses	80	17	2
Medical doctors	65	29	7
Pharmacists	65	28	7
Police officers	48	31	20
Clergy	46	35	13
Bankers	23	49	26
Lawyers	21	45	34
Business executives	17	50	32
Advertising practitioners	10	44	42
Car salespeople	8	46	45
Members of Congress	7	30	61

Dec. 8-11, 2011

Rated in order of % Very high or high

GALLUP

What is nursing?

The practice of nursing is distinct from the practice of medicine. **The Michigan Public Health Code, Public Act 368 of 1978**, defines the practice of nursing in Michigan.

333.17201 Definitions; principles of construction.

(a) *“Practice of nursing” means the systematic application of substantial specialized knowledge and skill, derived from the biological, physical, and behavioral sciences, to the care, treatment, counsel, and health teaching of individuals who are experiencing changes in the normal health processes or who require assistance in the maintenance of health and the prevention or management of illness, injury, or disability.*

The Michigan Public Health Code also empowers the **Michigan Board of Nursing** to establish qualifications for nurse licensure; establish standards for education and approve nurse education programs; develop and implement criteria for assurance of continued competency; and take disciplinary action against licensees when the health, safety, and welfare of the public has been adversely affected.

Michigan administers nursing licenses through the **Department of Licensing and Regulatory Affairs (LARA)**.

Categories of nurses:

LPN (Licensed Practical Nurse)

- Requires completion of accredited educational program and passage of national licensure exam.
- LPNs must be supervised by an RN, physician or dentist.

RN (Registered Nurse)

- Requires completion of accredited educational program: associate's degree (ADN) or bachelor's degree (BSN) program, which includes clinical and classroom work.
- Some RNs met their educational requirement via a hospital-based diploma program.
- Must pass national licensure exam (NCLEX).

Note: Both ADN and BSN nurses who pass the NCLEX are qualified to practice nursing. A BSN program typically offers more courses in leadership, nursing theory, nursing research, and nursing informatics.

Advanced Practice Registered Nurse (APRN)

- APRNs are RNs who have a graduate degree and advanced knowledge and training, usually in a specialty area such as pediatrics, primary care of women's health.
- APRNs have earned certification from a nationally accredited program.
- These advanced nurses are qualified to diagnose illnesses and prescribe tests, treatments and medications.
- In Michigan, the four categories of APRNs receive an RN license with a certification in their specialty (Nurse Practitioner, Certified Nurse Midwife, and Certified Registered Nurse Anesthetist; Clinical Nurse Specialists are included under Nurse Practitioner certification).

Types of APRNs

Nurse Practitioners (NPs)	Provide complete physical exams; diagnose & treat acute and chronic illnesses; prescribe & manage medications; order & interpret lab tests and imaging; provide health teaching and supportive counseling (<i>note: Nurse Practitioners are the fastest-growing category of primary care providers in the United States.</i>)
Clinical Nurse Specialists (CNSs)	Provide advanced nursing care in hospitals & other clinical sites; provide acute & chronic care management; develop quality improvement programs; serve as mentors, educators, researchers & consultants
Certified RN Anesthetists (CRNAs)	Administer anesthesia & related care before and after surgical, therapeutic, diagnostic, and obstetrical procedures, as well as pain management. Settings include operating rooms, outpatient surgical centers & dental offices
Certified Nurse Midwives (CNMs)	Provide primary care to women, including gynecological exams, contraceptives, prenatal care, management of low-risk labor & delivery & neonatal care. Practice settings include hospitals, birthing centers & community clinics

RNs work in many settings

Employment Settings	RNs	LPNs
Hospital inpatient	51.9%	10.8%
Hospital outpatient	16.6	5.9
Home health care	7.1	15.6
Nursing home/long-term care facility	6.9	40.7
Physician's office	6.9	19.0
Nursing education	4.9	1.6
Nonhospital outpatient	4.8	3.2
Public/community health	3.5	1.9
Hospice	3.3	3.6
Insurance company/health plan	2.8	1.2
Federally qualified health center	1.3	1.9
Elementary or secondary school health	1.0	1.0
Nurse-managed clinic	0.9	0.8
Traveling/staffing agency	0.7	0.7
Correctional system	0.7	1.6
College health center	0.2	0.2
Retail clinic	0.1	0.2
Other	7.9	7.8
None (not active in nursing)	0.1	0.2

Source: Michigan Center for Nursing Survey of Nurses 2014

Nursing can be a dangerous and difficult job

- Today's patients are sicker and experience more complex health needs than in the past.
- Nurses experience a high rate of musculoskeletal injuries.
- Violence against nurses by patients, family members and hospital visitors is on the rise.
- The integration of more and more technology can be overwhelming and take time away from essential direct patient care.

FIRST AND FOREMOST:

Chronic RN understaffing and excessive use of mandatory overtime puts patients at risk.

Many RNs say they often are assigned too many patients and do not have adequate time to provide safe, appropriate care.

We hear from RNs all over Michigan that they are overworked, exhausted and worried about whether they can keep their patients safe.

Years of scientific research have established that insufficient RN staffing is associated with increased death rates, higher rates of hospital-acquired infections, longer hospital stays and increased patient falls. Chronic RN understaffing has severe human and economic consequences.

And yet:

- There is no law that limits the number of patients a nurse can be assigned.**
- There is no law that limits the number of hours a nurse can be ordered to work.**
- There is no law that guarantees adequate rest time between shifts.**

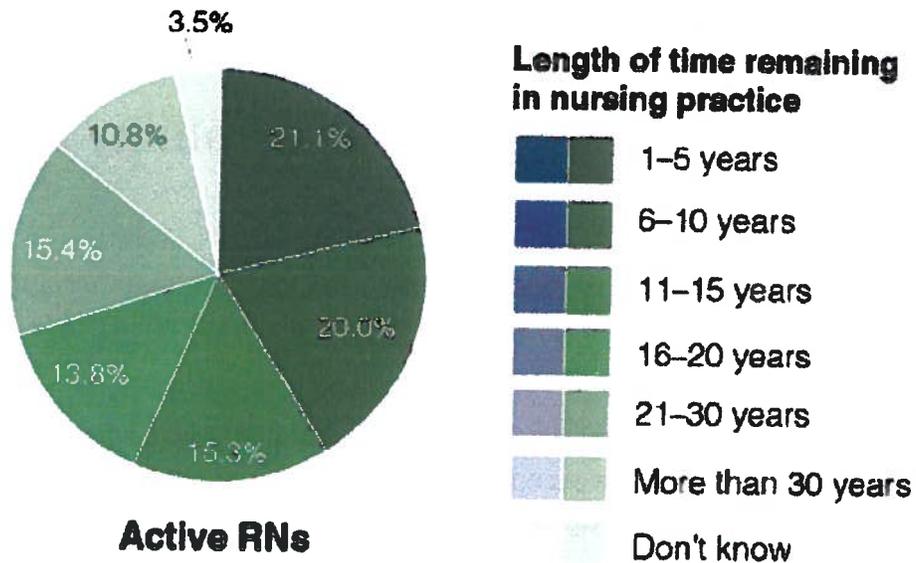
These difficult workplace conditions contribute to two public health challenges that affect all of us as Michigan residents.

1. Experienced RNs are leaving the profession

“For the first time in its 9-year history, the Michigan Center for Nursing’s 2014 Survey finds that the total number of nurses holding a Michigan license is decreasing, while the rate of nurses leaving the profession is increasing.”

“It is not just the nurses nearing retirement who are planning to stop practicing nursing in the near future. ... About 41 percent of all active RNs say they plan to practice nursing for only one to 10 more years.”

This accelerated loss of experienced RNs, who not only provide high-quality care but help mentor and train new nurses, comes amid rising demand for health care due to factors such as the Affordable Care Act and the aging of Baby Boomers.

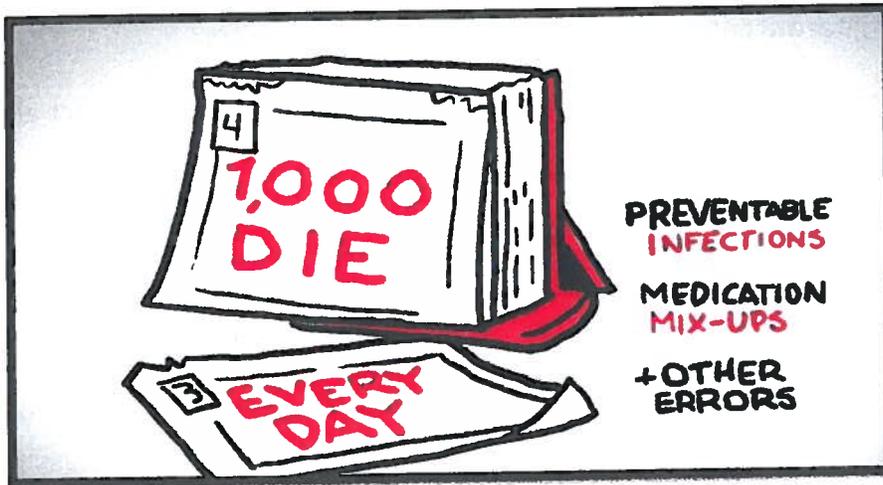


SOURCE: Michigan Center for Nursing Survey of Nurses 2014.

2. Nurses are less able to keep patients safe

We appreciate patient safety efforts such as the Michigan Health and Hospital Association’s Keystone Center.

At the same time, we know there is much more work to be done to reduce adverse events in hospitals, including patient deaths.



Source: The Leapfrog Group

Journal of Patient Safety, 2013: *"The true number of premature deaths associated with preventable harm to patients was estimated at more than 400,000 per year."*

How can policy makers support nurses' ability to provide safe patient care?

It is in the best interests of our residents' health and well-being to retain experienced nurses and support all nurses' ability to safely and effectively do their jobs. Public policy initiatives to achieve these goals include:

- Limiting the number of patients each nurses can be assigned (unit-specific ratios)
- Banning mandatory RN overtime except in emergencies
- Support policies that make nursing safer, including patient handling (lifting) rules and workplace violence prevention
- Removing barriers that prevent nurse practitioners and other APRNs from practicing to the full extent of their training and education
- Protecting nurse's voices in the workplace

Thank you for the opportunity to share this information with the House Health Policy Committee. MNA looks forward to working with members of the committee in the coming months. Please feel free to contact me at any time if you have any questions or concerns related to nursing.

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