

## The Future of Nursing Report: Florida Impact

On October 5, 2010, the Institute of Medicine (IOM) released its vision for a transformed patient-centered health care system in the United States, *The Future of Nursing: Leading Change, Advancing Health*.<sup>1</sup> The Florida Nurses Association proposes strategic actions to realize those recommendations for Florida's citizens.

Future of Nursing Recommendation	Nation	Florida
<p><b>Remove scope-of-practice barriers.</b> <i>Advanced registered nurses practitioners (ARNP) should be able to practice to the full extent of their education and training.</i></p>	<ul style="list-style-type: none"> <li>▪ ARNPs in 48 states are allowed to prescribe scheduled drugs.</li> <li>▪ There is no evidence in any state linking ARNP prescribing to increased prescription drug abuse.</li> <li>▪ No state has withdrawn or limited ARNP prescriptive ability.</li> <li>▪ National nursing accreditation standards require inclusion of advanced pharmaco-therapeutics in ARNP education.</li> </ul>	<ul style="list-style-type: none"> <li>▪ ARNPs in Florida are restricted from prescribing scheduled drugs.</li> <li>▪ Annual cost-savings if ARNP practice is expanded to include scheduled drugs is projected at up to \$44 million for Medicaid and \$2.2 million for state employee health insurance (OPPAGA report, 2010).<sup>2</sup></li> <li>▪ Extending ARNP prescriptive authority to include controlled substances was recommended in FL Senate Interim Report in 2009.<sup>3</sup></li> <li>▪ ARNP licensure in FL requires graduation from an accredited Master's degree program and passing a national advanced practice nurse certification exam.</li> </ul>
<p>➤ <b>FNA seeks to expand ARNP scope of practice and related statutes to allow full prescriptive privileges in Florida. Florida's more than 13,000 ARNPs currently provide safe, high-quality, cost-effective primary care in compliance with a practice agreement with a collaborating physician and are striving to be part of the solution to Florida's health care crisis.</b></p>		
<p><b>Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.</b> <i>... to conduct research and to redesign and improve practice environments and health systems.</i></p>	<ul style="list-style-type: none"> <li>▪ In the past decade, IOM reports document the cost-effectiveness of innovative, re-conceptualized roles for nurses to improve coordinated care efforts.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Insurers and managed care organizations in FL limit ARNP ability to provide accessible services to the state's most vulnerable citizens, the elderly and indigent, by refusing to allow direct billing.</li> </ul>
<p>➤ <b>FNA seeks to expand public understanding of the varied and significant roles of registered nurses and their contributions to healthcare and society. Data are needed to identify current challenges and opportunities to redesign health systems, including barriers to direct billing for health care services.</b></p>		
<p><b>Implement nurse residency programs.</b> <i>... to support nurses' completion of a transition-to-practice program after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas.</i></p>	<ul style="list-style-type: none"> <li>▪ Average 30% nurse turnover rate in first year of employment.<sup>4</sup></li> <li>▪ Nurse residency programs report a retention rate of 95%.<sup>4</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ 16,172 losses from potential nurse workforce in 2009, two-thirds due to leaving nursing (excluding 500 who retired or had disciplinary action).<sup>5</sup></li> <li>▪ 46% of FL RN workforce is over 50 years old.<sup>5</sup></li> </ul>
<p>➤ <b>FNA serves as a major resource for professional career development of registered nurses and seeks partnerships with other professional organizations to advocate for nurses and nursing.</b></p>		

<sup>1</sup> *Future of Nursing: Leading Change, Advancing Health*. (2010). <http://www.iom.edu/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health.aspx>

<sup>2</sup> The Florida Legislature, Office of Program Policy Analysis and Government Accountability. December, 2010. *Expanding scope of practice for Advanced Registered Nurse Practitioners, Physician Assistants, Optometrists, and Dental Hygienists*.

<sup>3</sup> The Florida Senate, Committee on Health Regulation. October, 2008. *Authorization for Advanced Registered Nurse Practitioners to prescribe controlled substances*. Interim report 2009-117.

<sup>4</sup> American Association of Colleges of Nursing. *Nurse residency program*. <http://www.aacn.nche.edu/education/nurseresidency.htm>

<sup>5</sup> Florida Center for Nursing, 2010. *Statewide data*. <http://www.flcenterfornursing.org/workforce/index.cfm>

<p><b>Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.</b>  <i>... to create a workforce prepared to meet the demands of diverse populations across the lifespan.</i></p>	<ul style="list-style-type: none"> <li>▪ 47% of RNs in the US hold a bachelor's degree.<sup>6</sup></li> <li>▪ For every 10% increase in the proportion of BSN nurses on a hospital staff, there is a significant decrease in patient mortality.<sup>6</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ 36% of Florida's licensed RNs hold a bachelor's degree and 57% hold an associate's degree or diploma.<sup>5</sup></li> <li>▪ Lack of funds to hire new nursing faculty is the most often cited factor limiting program expansion.<sup>5</sup></li> <li>▪ Baccalaureate RN programs turned away 2,755 of 6,000 qualified applications in 2009.<sup>5</sup></li> <li>▪ Average salary of nursing faculty is \$6,000 less than clinical practice partners with comparable education.<sup>7</sup></li> </ul>
<p>➤ <b>FNA supports funding academic salary lines at a market competitive level.</b></p> <p>➤ <b>FNA supports funding seamless pathways, such as bridge programs at Florida's state colleges, for associate-prepared nurses to complete a baccalaureate education.</b></p>		
<p><b>Double the number of nurses with a doctorate by 2020.</b>  <i>... to add to the cadre of nurse faculty and researchers, with attention to increasing diversity.</i></p>	<ul style="list-style-type: none"> <li>▪ 13% of RNs in US hold a master's or doctoral degree as the highest educational preparation.<sup>8</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ 4% of RNs in FL have earned a doctorate.<sup>45</sup></li> <li>▪ 10% full time faculty vacancy rate in baccalaureate RN programs.<sup>5</sup></li> </ul>
<p>➤ <b>FNA seeks legislative funding of academic salary lines at a market competitive level.</b></p>		
<p><b>Ensure that nurses engage in lifelong learning.</b>  <i>... to gain the competencies needed to provide care for diverse populations across the lifespan.</i></p>	<ul style="list-style-type: none"> <li>▪ The Joint Commission requires that hospitals document initially and at least every three years that staff are competent to perform their responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ FL is one of 29 states that requires RNs to complete continuing education every biennial licensure renewal.</li> </ul>
<p>➤ <b>FNA supports continual learning for RNs to assure safe, patient-centered, evidence-based, quality care.</b></p>		
<p><b>Prepare and enable nurses to lead change to advance health.</b>  <i>... to assume leadership positions across all levels... .</i></p>	<ul style="list-style-type: none"> <li>▪ More than 3 million Registered Nurses in the US, more than four times the number of physicians.</li> <li>▪ RNs deliver most of the nation's health care.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Every county in FL is deemed wholly or partially medically underserved.</li> </ul>
<p>➤ <b>FNA seeks to assure a registered nurse is included on all legislatively mandated health care boards, insurance boards, state health care planning committees, and other decision-making bodies.</b></p>		
<p><b>Build an infrastructure for the collection and analysis of inter-professional health care workforce data.</b>  <i>... to improve research and the collection and analysis of data on health care workforce requirements and ... to ensure that the data are timely and publicly accessible.</i></p>	<ul style="list-style-type: none"> <li>▪ AARP, recognizing the importance of a national repository of accurate data about the nursing shortage, funded a project to create minimum datasets collated by the Forum of State Nursing Workforce Centers.  (nursingworkforcecenters.org)</li> </ul>	<ul style="list-style-type: none"> <li>▪ The Florida Center for Nursing (FCN) is currently an unfunded state mandate.</li> <li>▪ FCN is a model in the nation for nursing workforce data collection and trending.</li> </ul>
<p>➤ <b>FNA seeks permanent funding for the Florida Center for Nursing through a \$5.00 assessment on all nurse licensure issuance and biennial renewal.</b></p> <p>➤ <b>FNA supports creating a health workforce data set comparable to the FCN that is funded by all health care providers.</b></p>		
<p><b>Future of Nursing Recommendation</b></p>	<p><b>Nation</b></p>	<p><b>Florida</b></p>

<sup>6</sup> American Association of Colleges of Nursing. October, 2010. *The impact of education on nursing practice.*  
<http://www.aacn.nche.edu/media/factsheets/impactednp.htm>

<sup>7</sup> State of Florida Agency for Workforce Innovation. *Occupational employment statistics and wages.* <http://www.labormarketinfo.com/index.htm>

<sup>8</sup> Health Resources and Services Administration. (September 2010). *The Registered Nurse Population: Findings From the 2008 National Sample Survey of Registered Nurses.* <http://bhpr.hrsa.gov/healthworkforce/rnsurvey/2008/>