



Public Health Nursing Workforce:

Looking toward and planning for the
future



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Presenter Disclosures

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The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose

Survey Workgroup

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- ◆ Andy Ellingson, MPH
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- ◆ Kaydee Schmidt, MSN, MPH, RN

Objectives

- ◆ Enumerate the MA PHN workforce
- ◆ Analyze changes of MA PHN workforce 2006 – 2010
- ◆ Discuss strategies to assure equal access to PHN services

Introduction

- ◆ PHNs are essential in improving the health of communities
- ◆ PHNs are needed to:
 - ◆ Address population health issues
 - ◆ Reduce health disparities
 - ◆ Create healthy social and physical environments
 - ◆ Manage new and emerging health issues

Survey Methods

- ◆ 2006 First Survey
 - ◆ Baseline data
- ◆ 2010 Second Survey
 - ◆ Identify trends
 - ◆ Document PHN/Population Ratio

Survey Methods

- ◆ Voluntary pencil/paper
- ◆ 15-20 minutes to complete
- ◆ Distribution
 - ◆ 2009 MA PHN annual conference
 - ◆ MA PHN Regional chapter meetings
 - ◆ Available on-line

Survey Methods

- ◆ 174 surveys returned
- ◆ Covering 183 municipalities
- ◆ Representing 80% of the population of the Commonwealth

MA PHN Profile

- Age
- Education
- Prior nursing experience
- Years of experience PH
- Language fluency

Employment

- Hours
- Compensation
- Benefits

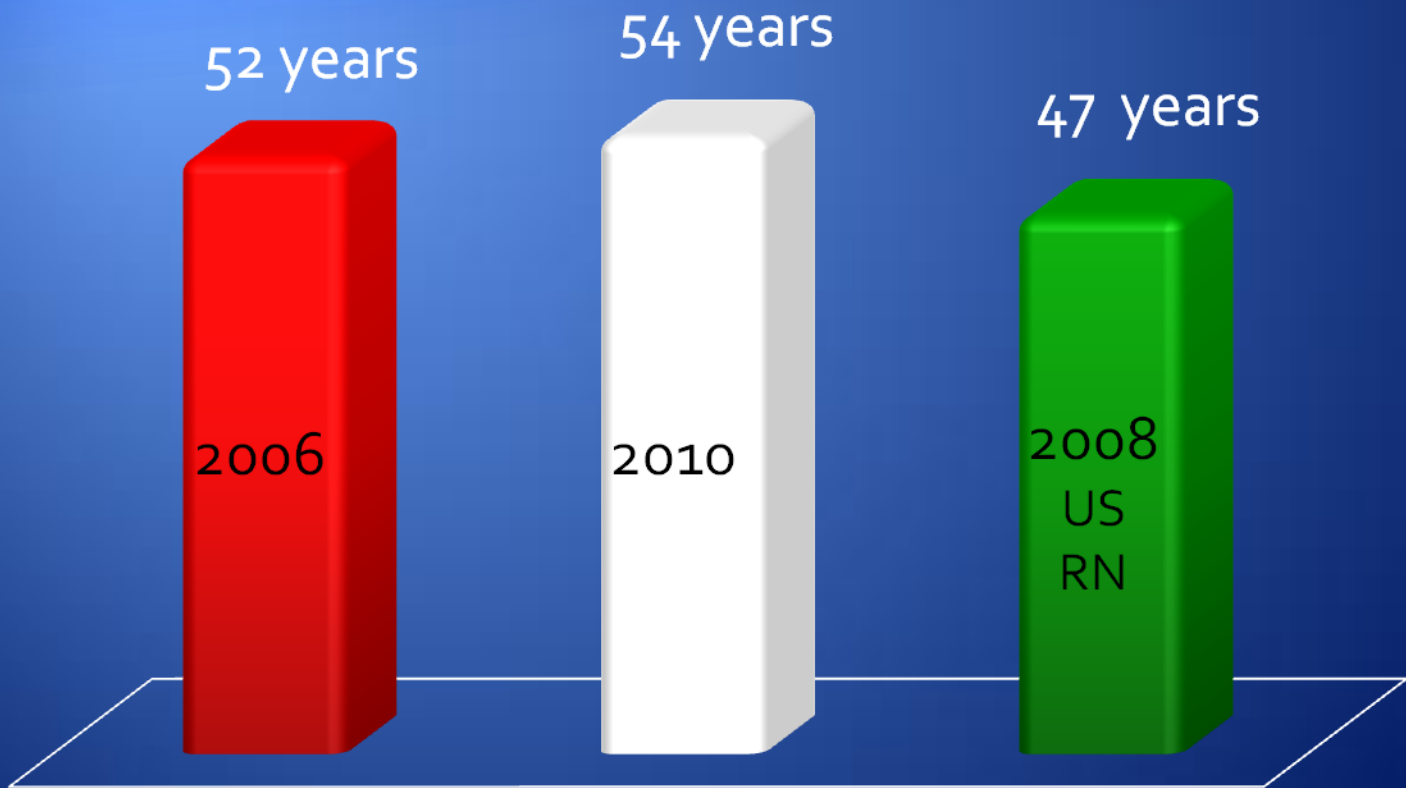
Practice

- Scope of practice
- Screening/clinics/programs
- Populations Served
- Preparedness

MA PHN Profile

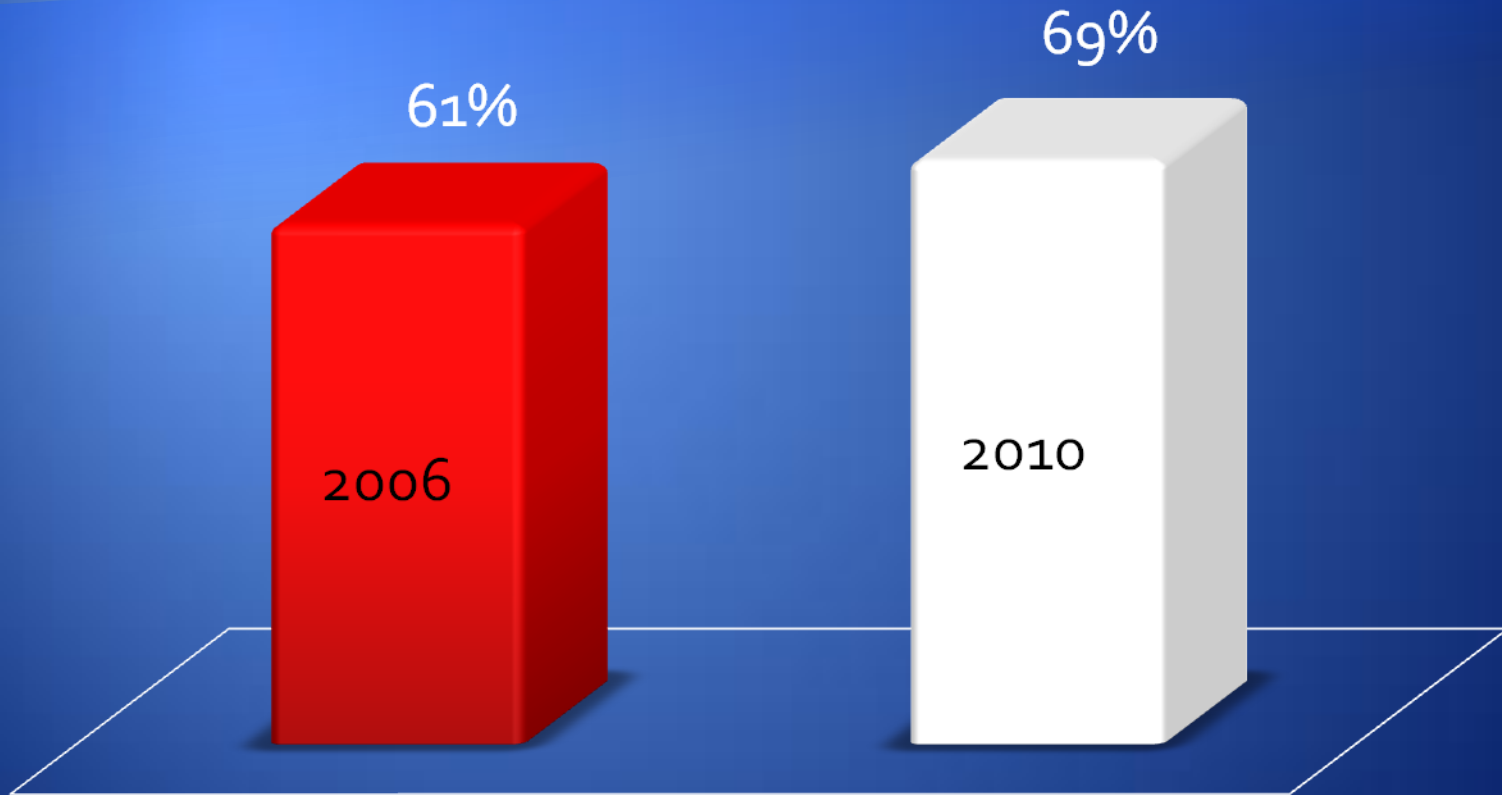


MA PHN Average Age

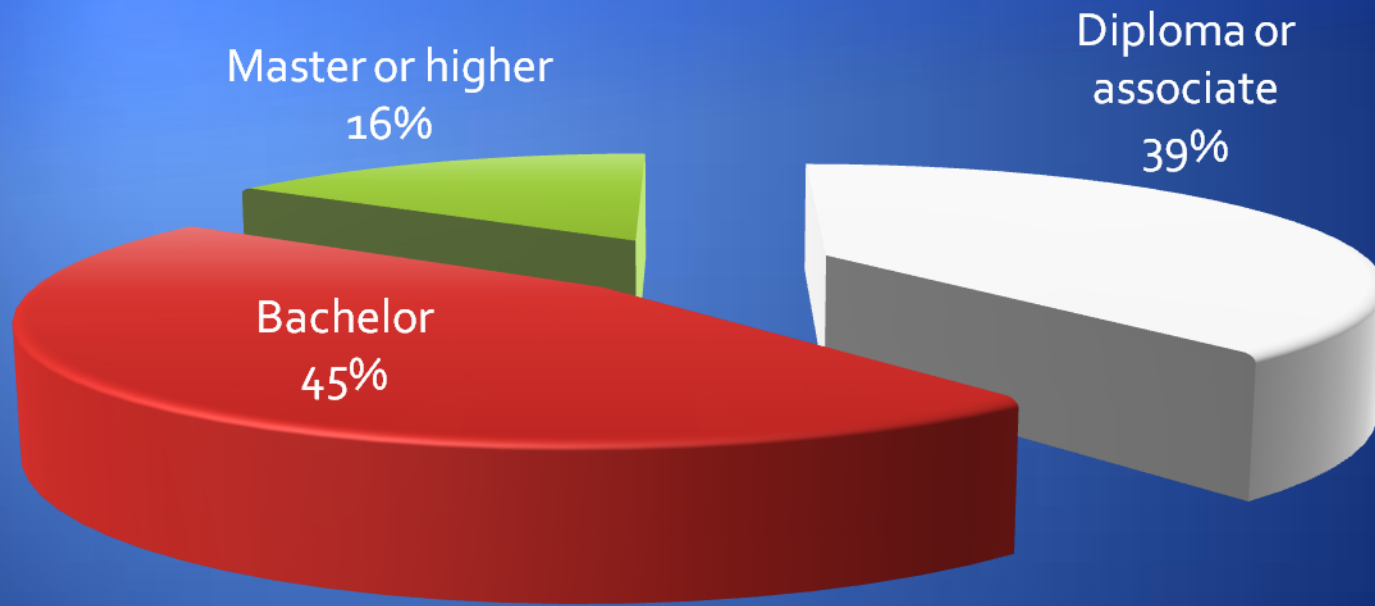


HRSA 2010 The Registered Nurse
Population Survey

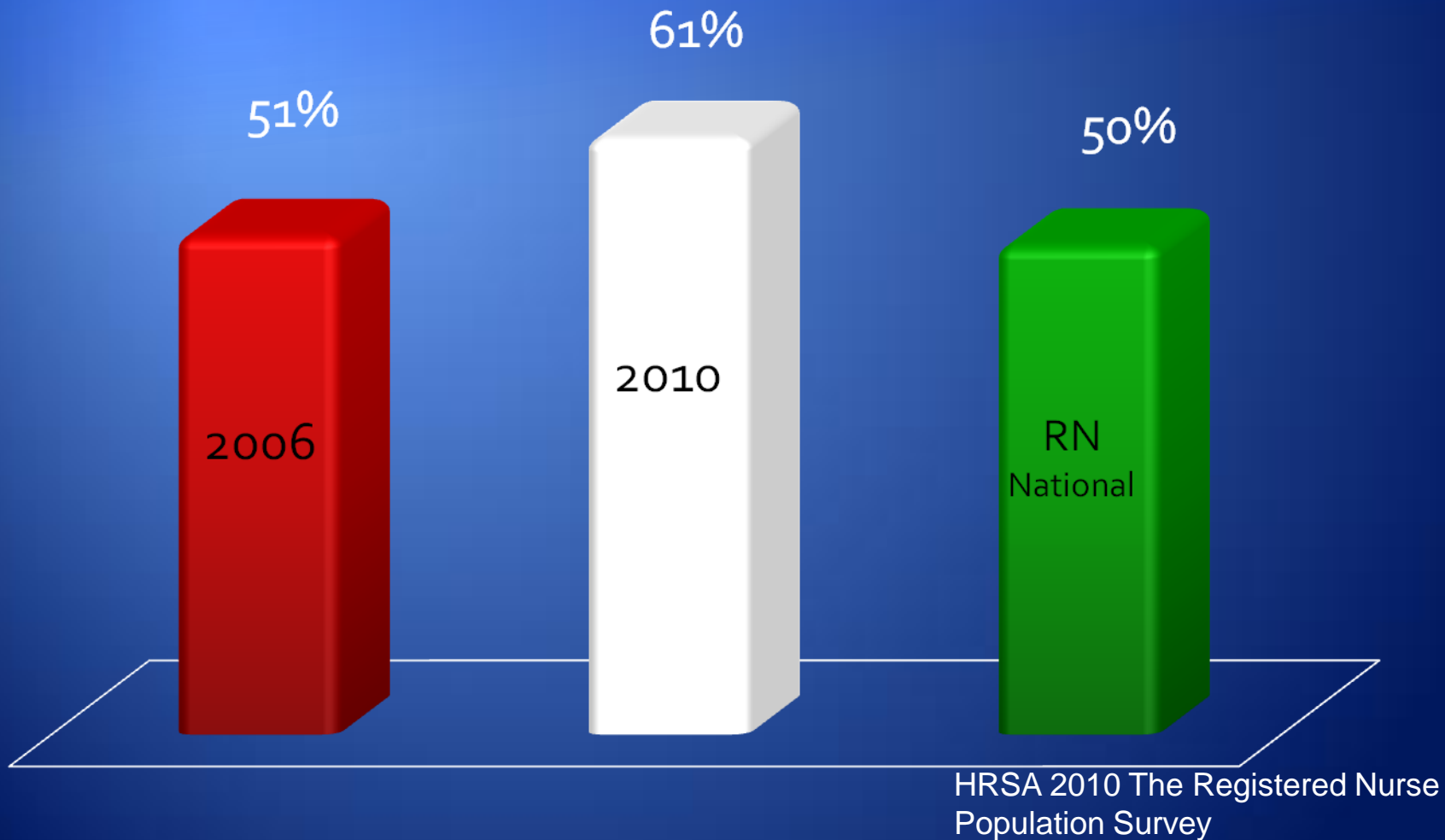
Percent of MA PHNs >50 yrs and older



MA PHNs Educational Level



MA PHNs with Bachelor Degree or higher



Prior Experience

Emergency

Mental Health

Pediatrics

Parish Nursing

School Nursing

Women's Health

Administration

Long Term Care

HIV/AIDS

Obstetrics

Men's Health

Rehabilitation

Infectious Disease

Acute Care

Cardiology

International Health

Diabetes

Oncology

Home Health

Hospice

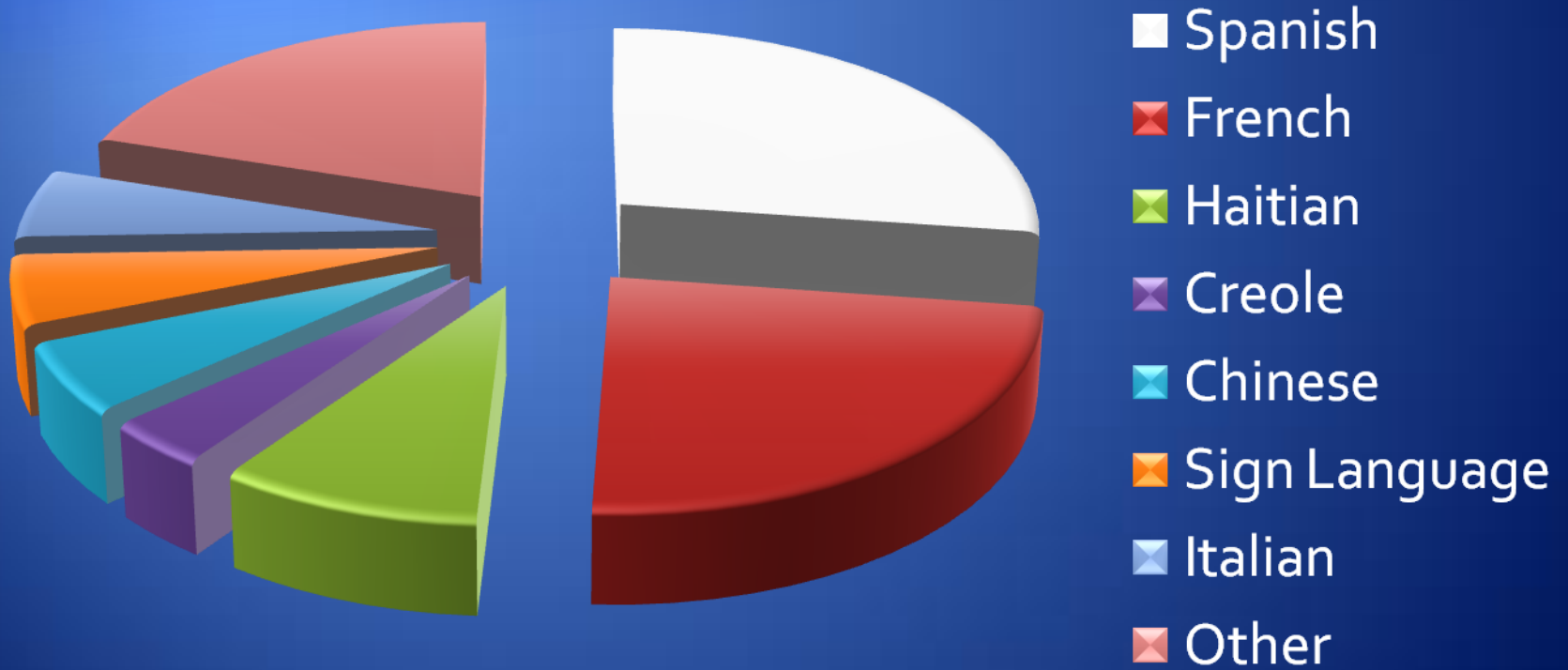
Health Education

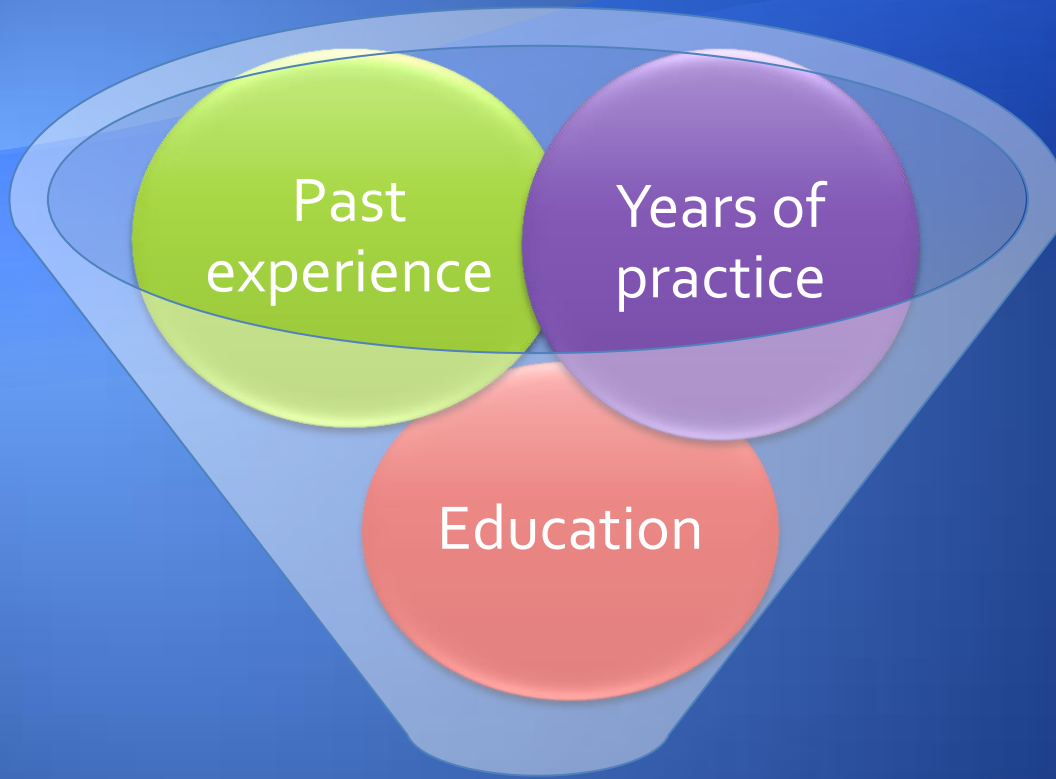
Faculty

Environmental Health

MA PHN Language Fluency

◆ 22% responded that they speak another language





Expert PHNs

Employment

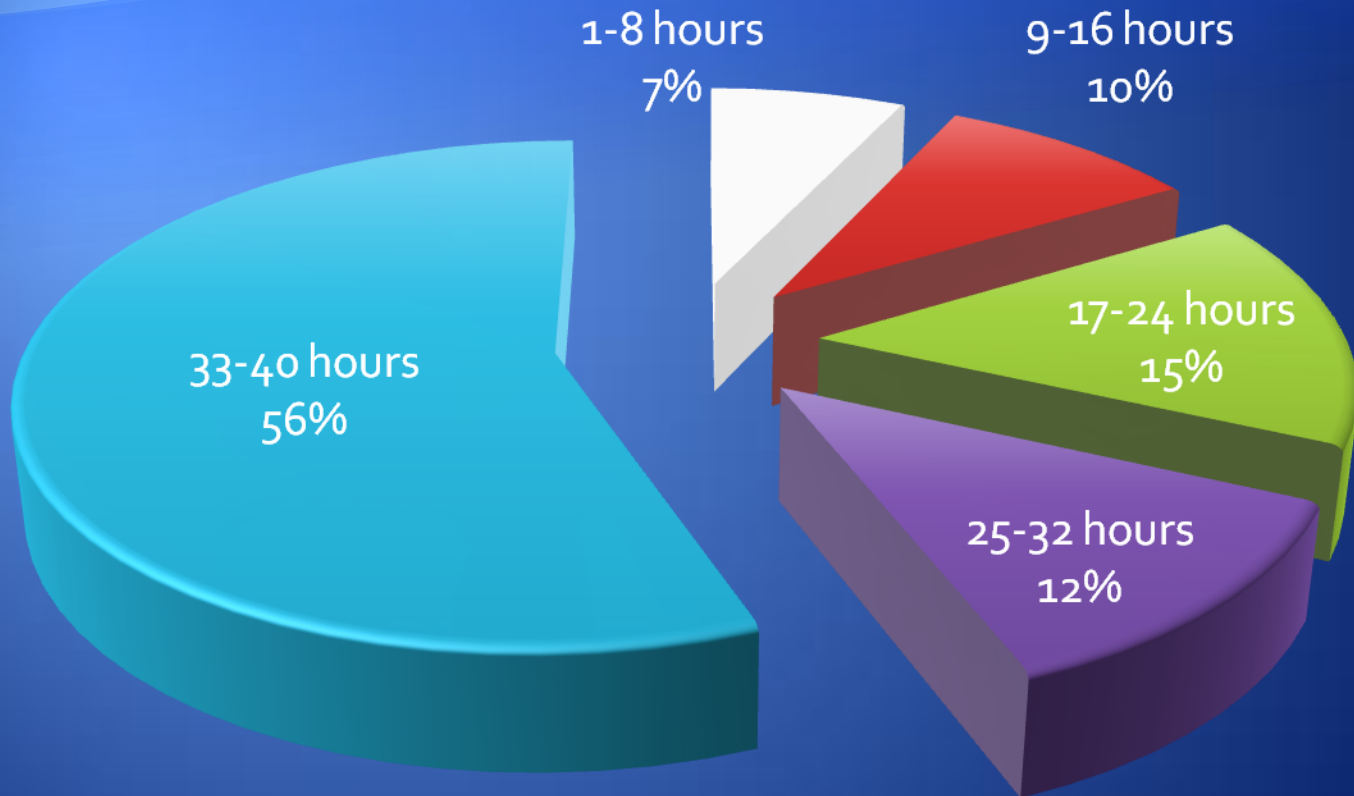


MA PHN

Average Hourly Rate 2006 / 2010



MA PHN Hours Worked Per Week



Extra Hours per Week

- ◆ 79 PHNs worked for additional hours
 - ☐ 26 PHNs were paid for additional hours
 - ☐ 53 PHNs were not paid for additional hours
(average 5 hours/week)

This represents **\$313,656** of unpaid service per year

Benefits

- ◆ Health insurance
- ◆ Travel expenses
- ◆ Paid sick time
- ◆ Liability insurance
- ◆ Membership dues

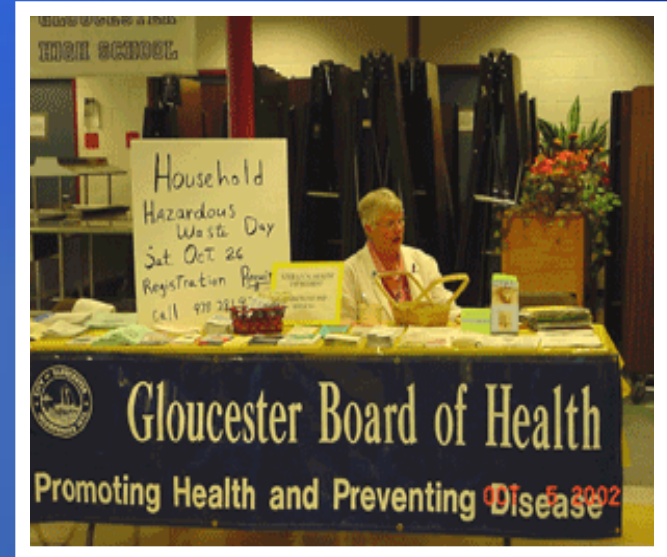
Retire Within 2-4 years?

- ◆ 7% responded they will retire in 2 years
- ◆ 14% responded they will retire in 4 years

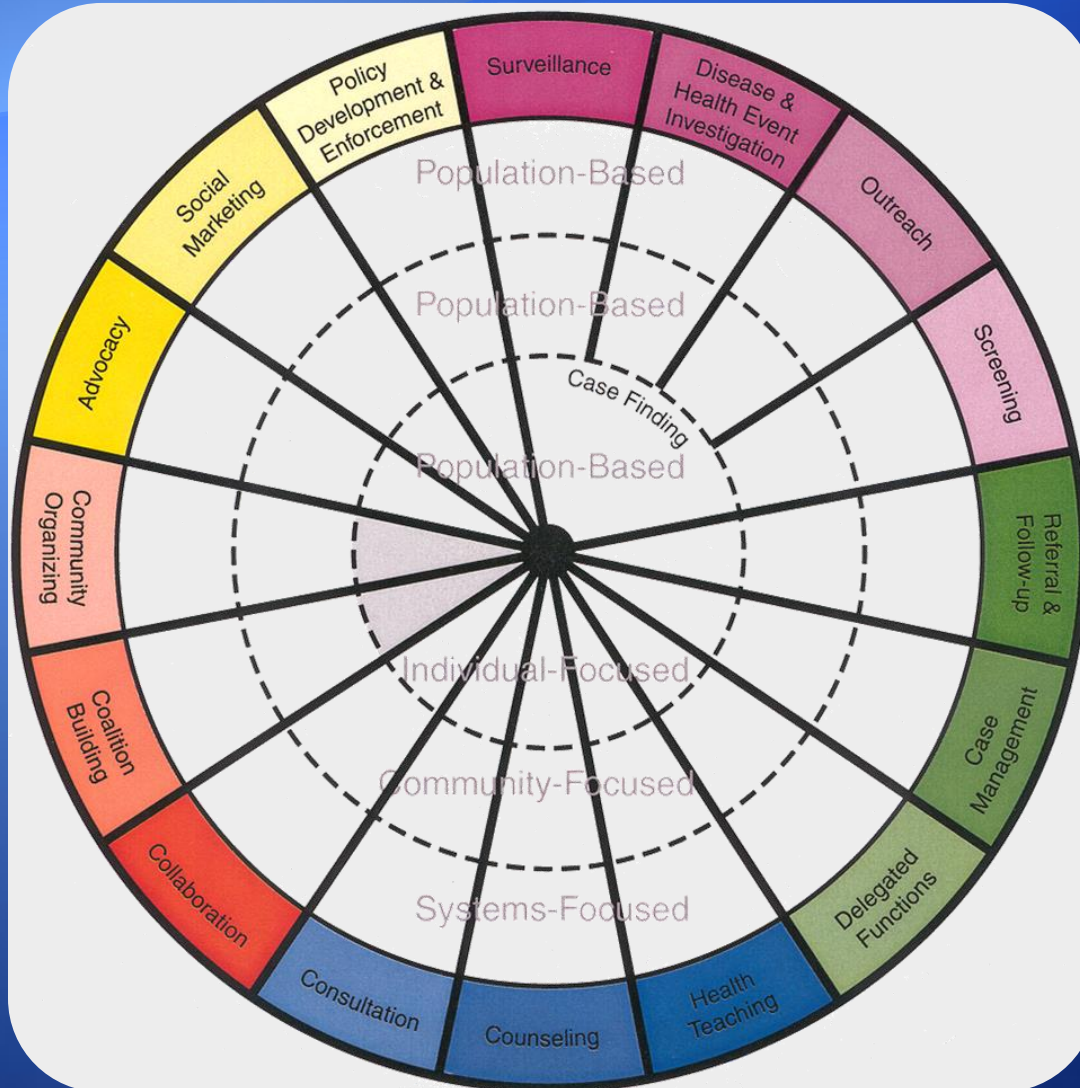


- ◆ Projection of 21% retiring within 4 years

Practice



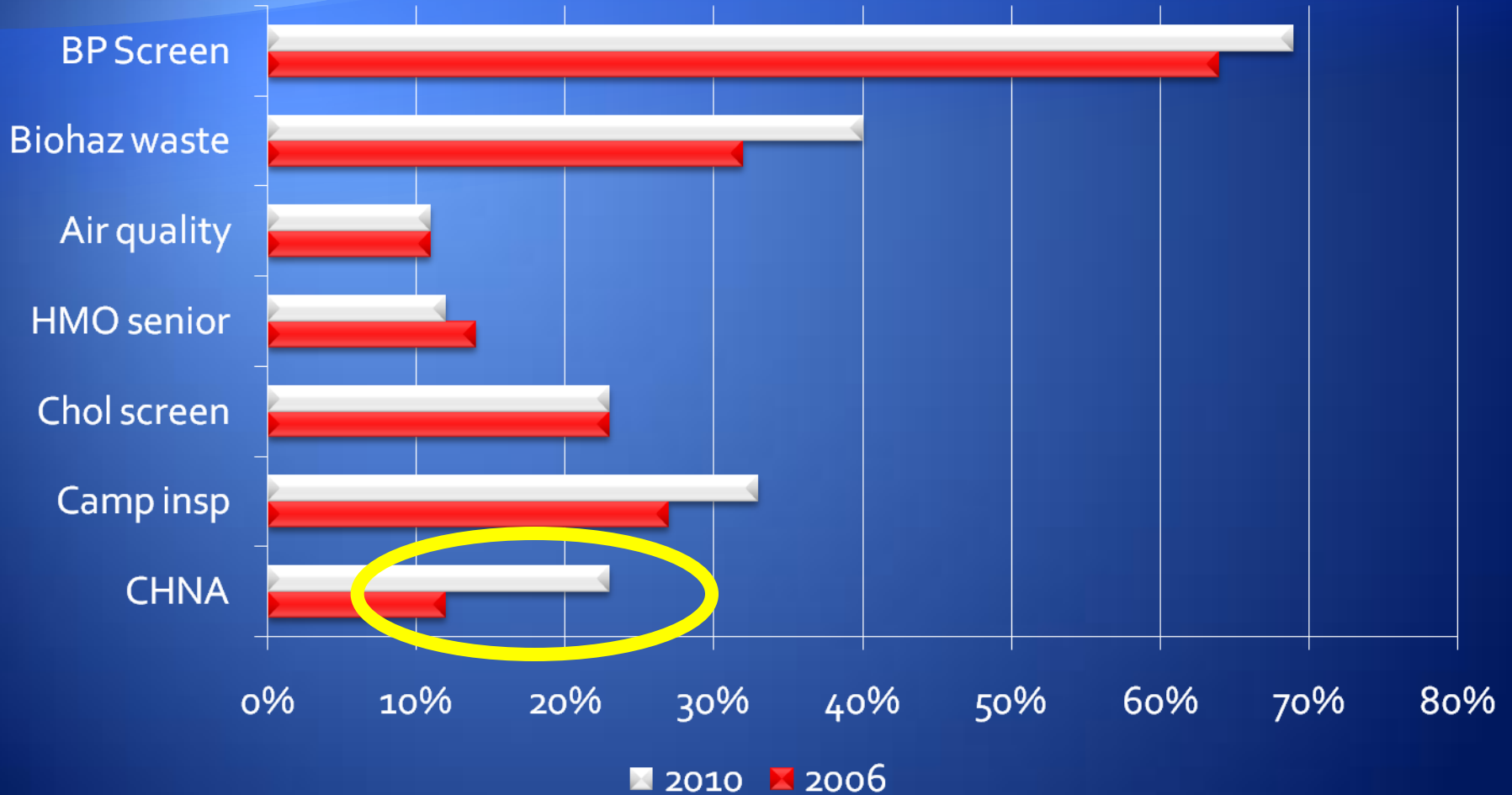
Scope of Practice



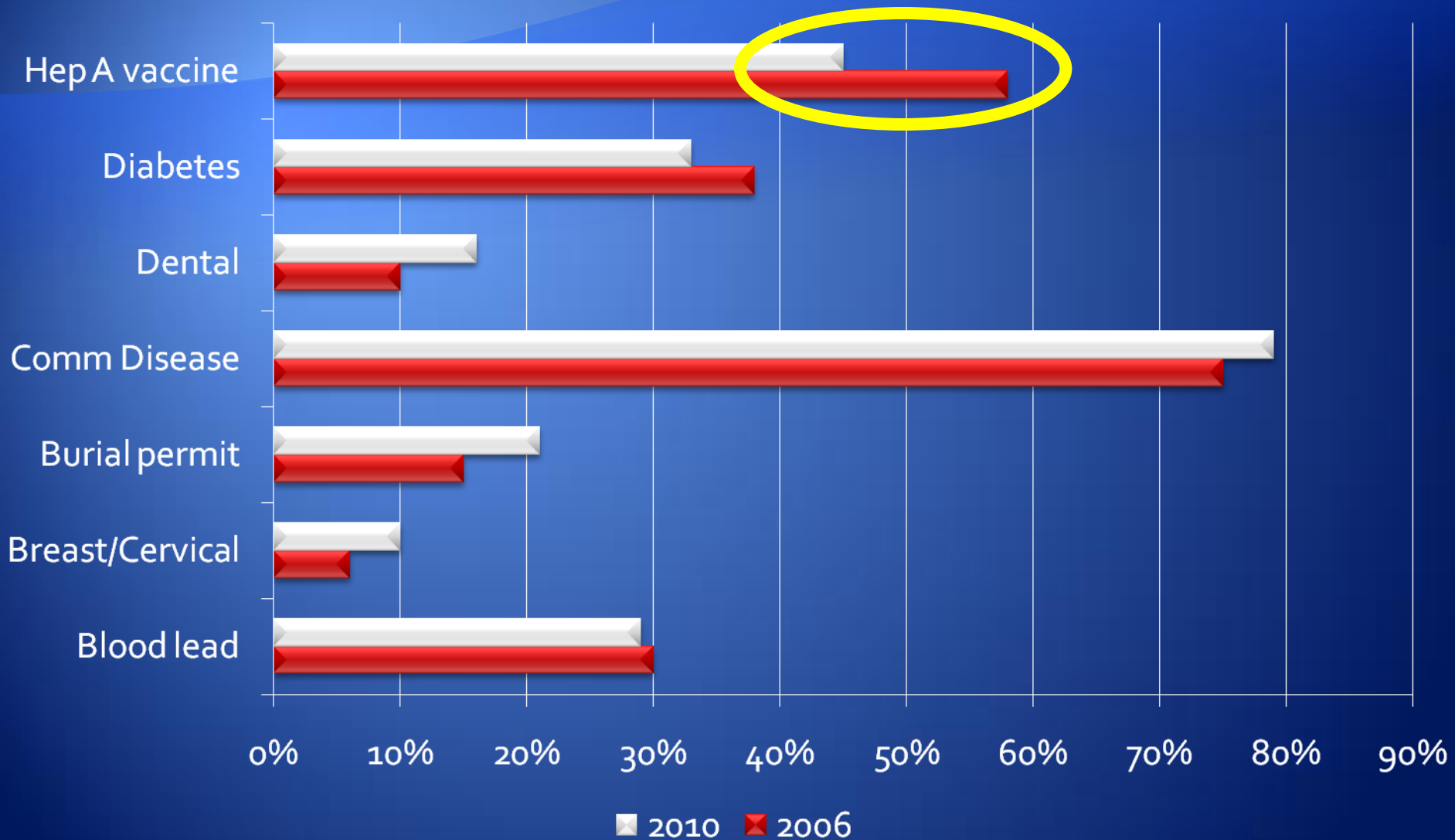
Scope of PHN Practice

	2010	Increase / Decrease
Surveillance, Disease Investigations Outreach, Screening, and Case finding	94%	↑
Referral and Follow up, Case Management and Delegated Function	91%	↑
Health Teaching, Counseling and Consultation	89%	↔
Collaboration, Coalition Building and Community Organization	81%	↑
Advocacy, Social Marketing and Policy Development	72%	↑

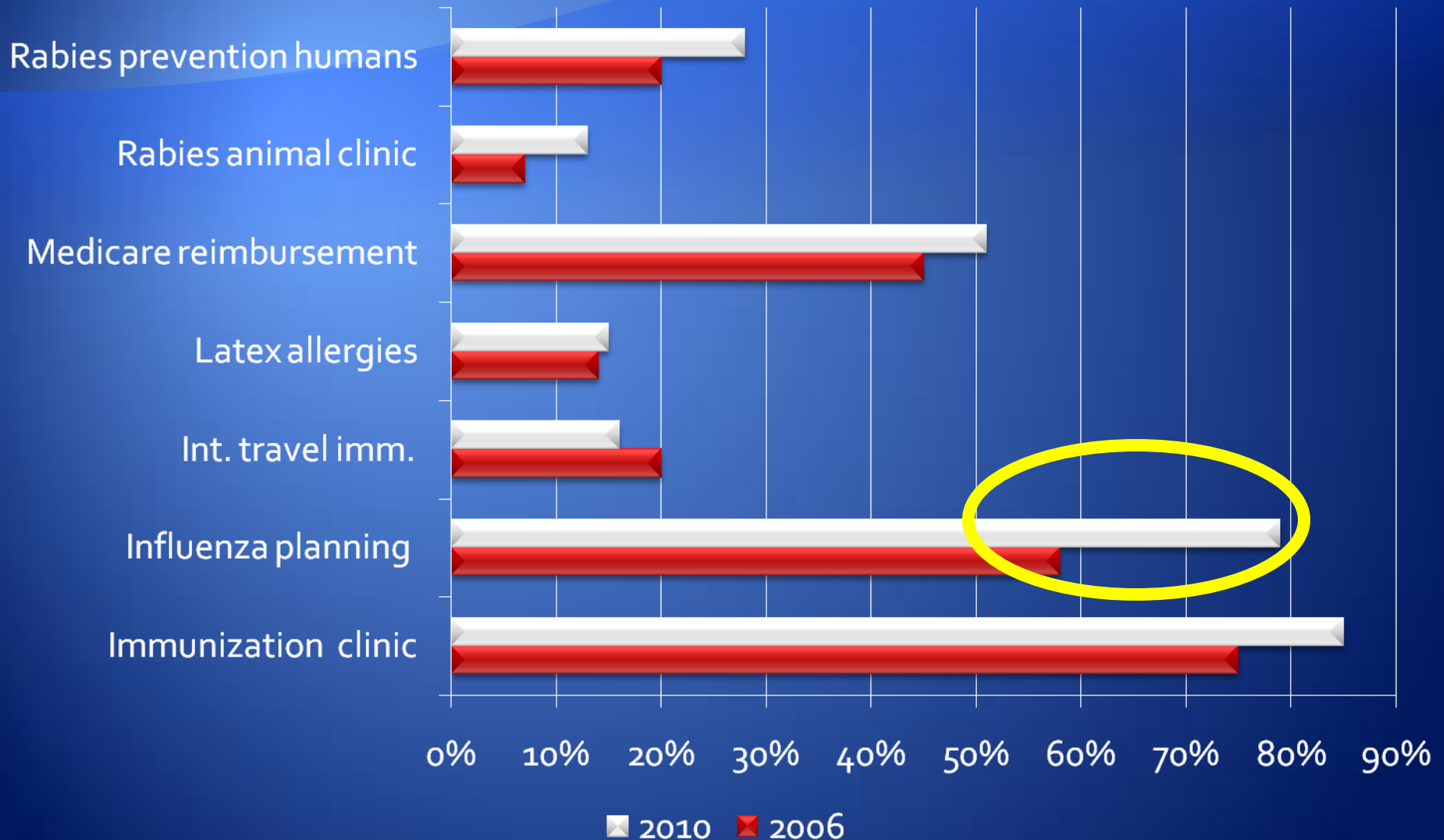
Screenings/Clinics/Programs



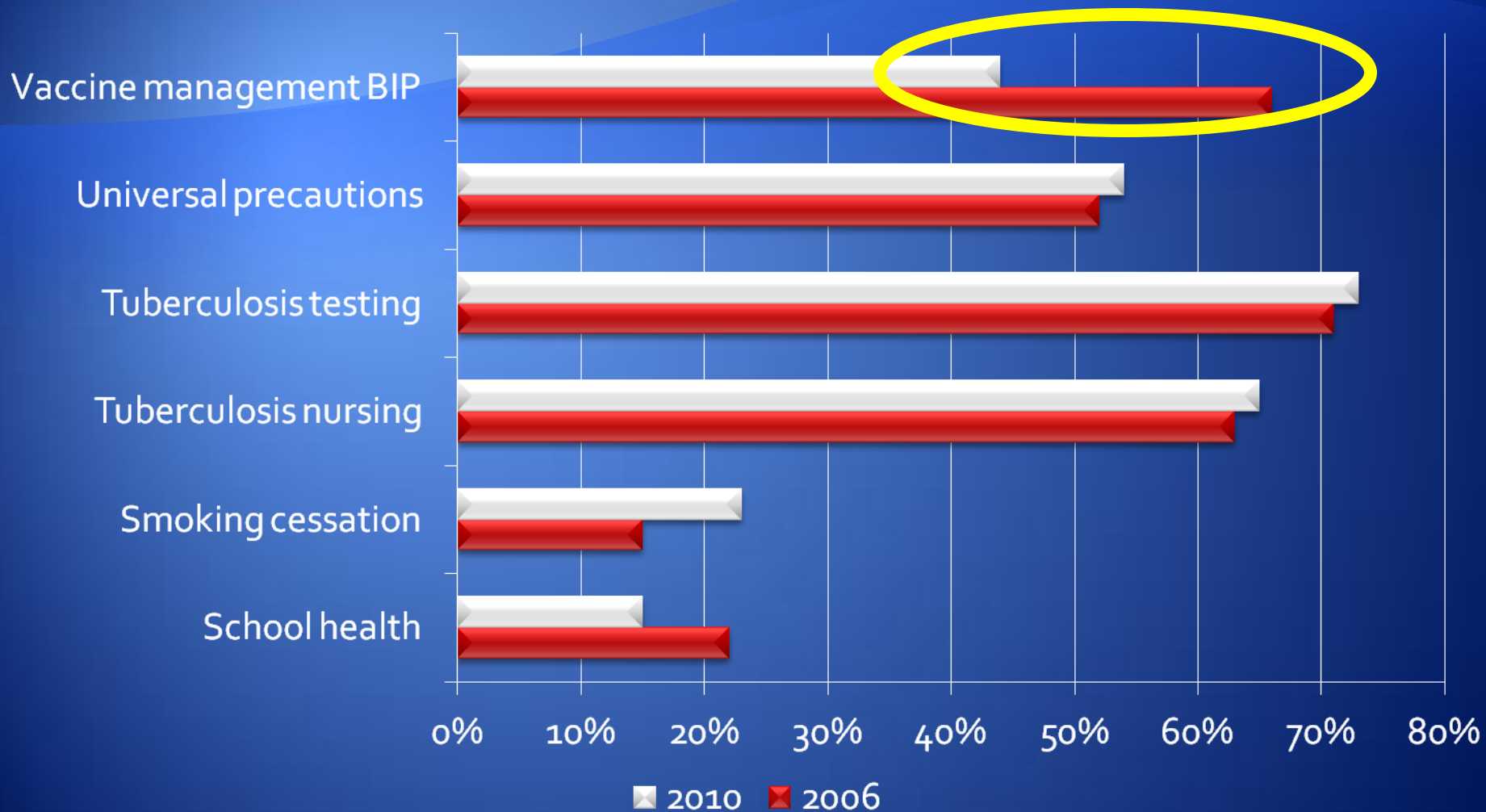
Screenings/Clinics/Programs



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Screenings/Clinics/Programs



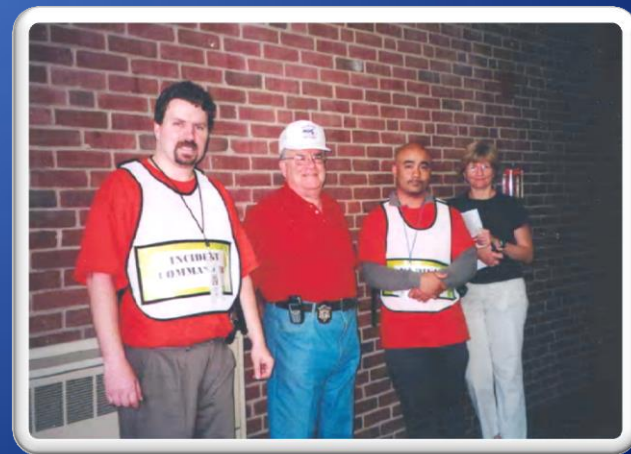
Emergency Preparedness and Response

Training	2006	2010
Behavioral Health Response	16%	56%
Mass Dispensing Site (EDS)	49%	69%
Personal Protective Equipment	34%	61%



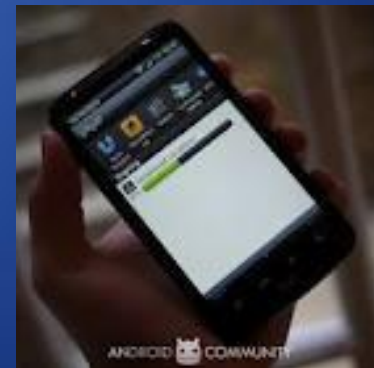
Emergency Preparedness and Response

Training	2006	2010
Incident Command System (ICS)	58%	80%



Emergency Preparedness and Response

Training	2006	2010
Health and Homeland Alert Network (HHAN)	43%	55%
Risk Communication	45%	59%

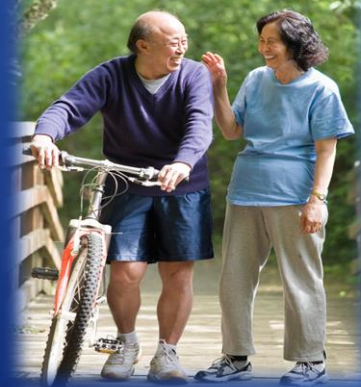


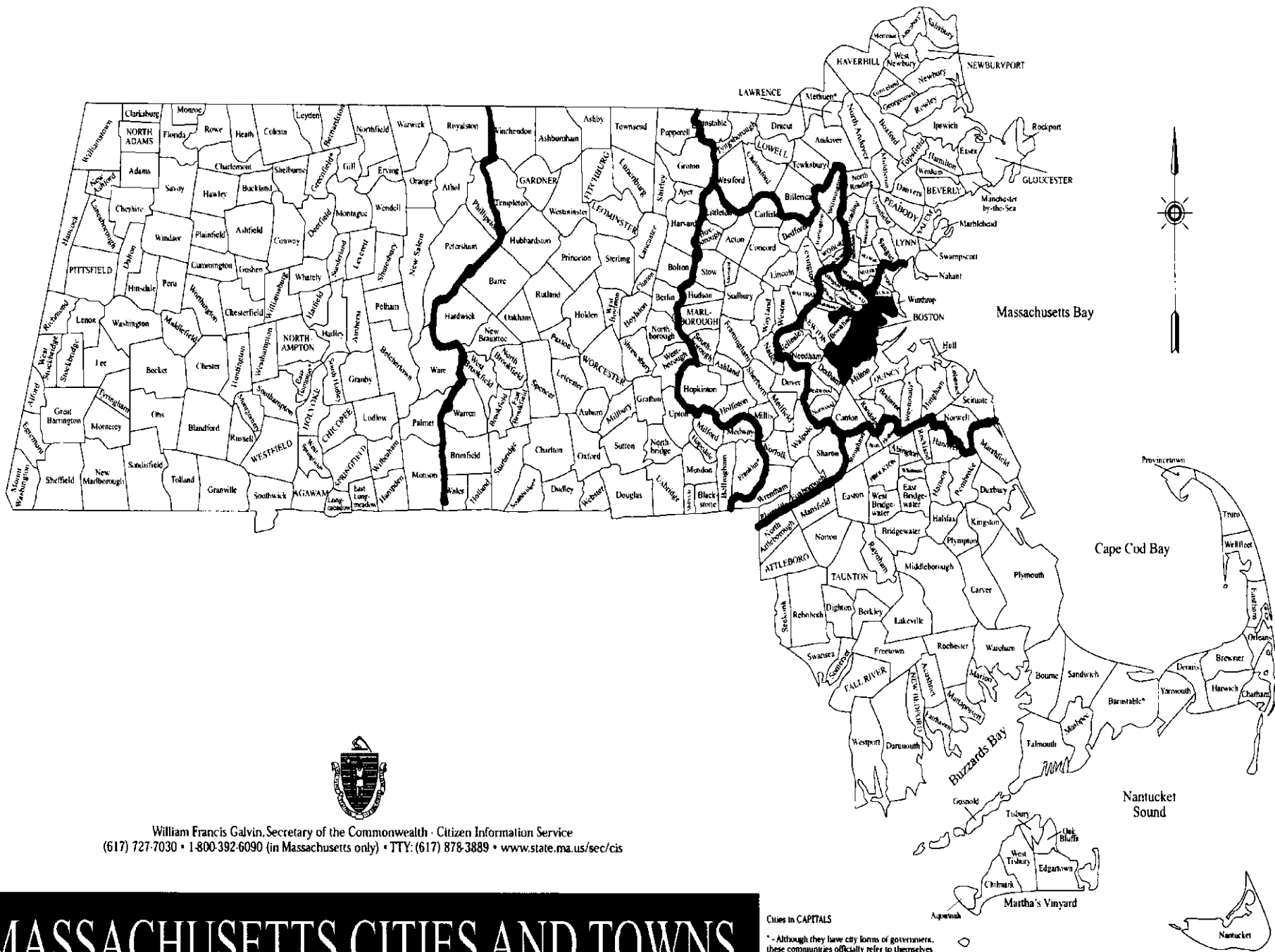
Emergency Preparedness and Response

Training	2006	2010
Local Emergency Planning Committee (LEPC)	41%	64%
Drill Participation	36%	69%



Populations Served





William Francis Galvin, Secretary of the Commonwealth · Citizen Information Service
 (617) 727-7030 · 1-800-392-6090 (in Massachusetts only) · TTY: (617) 878-3889 · www.state.ma.us/sec/cis

MASSACHUSETTS CITIES AND TOWNS

Cities in CAPITALS

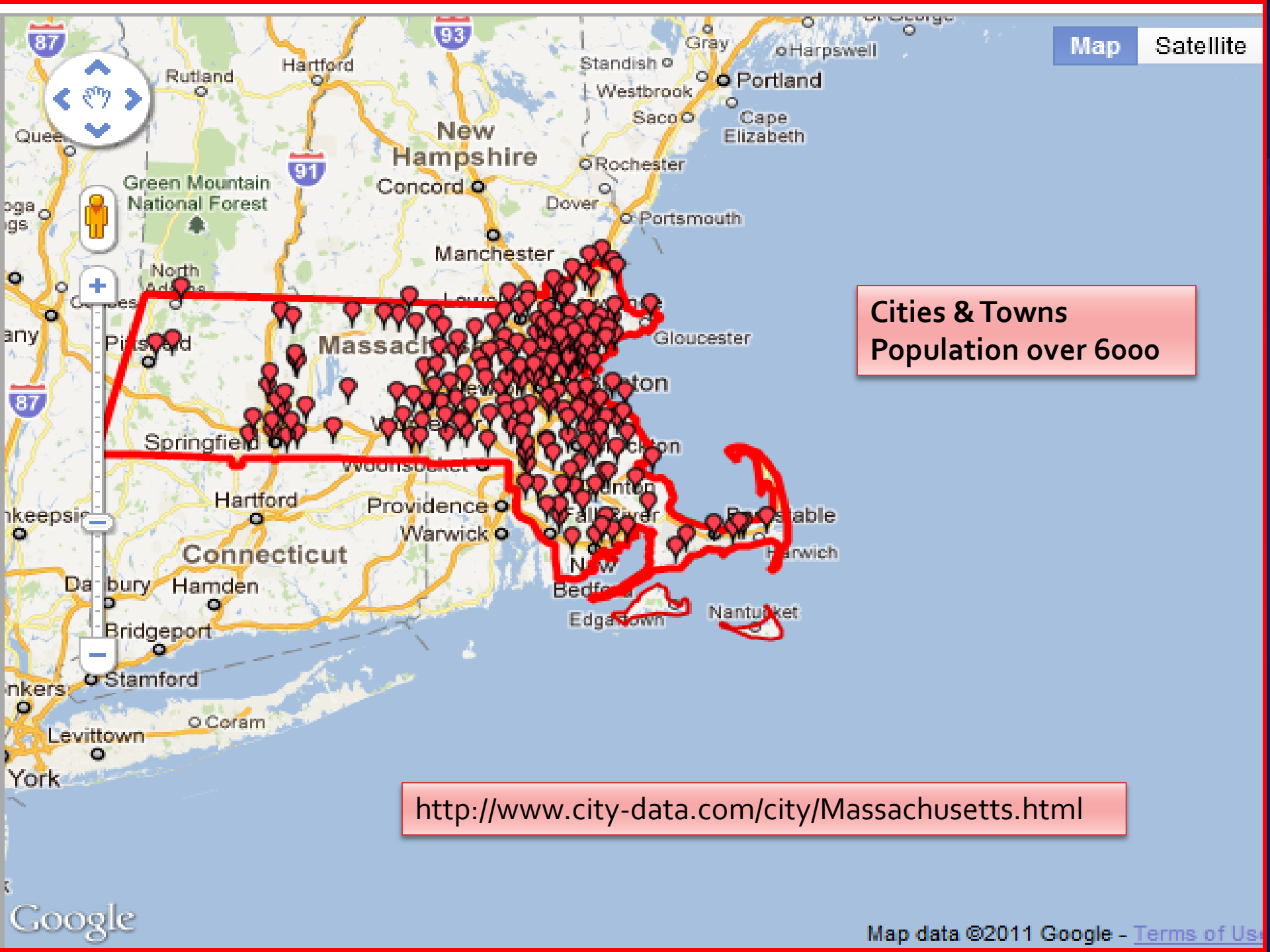
* - Although they have city forms of government, these communities officially refer to themselves as towns.

updated 4/01



Map

Satellite



**Cities & Towns
Population over 6000**

<http://www.city-data.com/city/Massachusetts.html>



Cities & Towns 1000 population or less

<http://www.city-data.com/city/Massachusetts.html>

National Recommendation

1 PHN per 5000

Examples and Anecdotes

Examples

Town 1 PHN: 6,500 population

1 PHN / 6,500

Town/City 2 PHNs: 65,000 population

1 PHN / 32,500

Anecdotes

One larger city had a major reduction
(6 PHNs down to 2 PHNs)

1 PHN / 30,000 to **1 PHN / 90,000**

Another large city has had a reduction

1 PHN / 10,000 to **1 PHN / 12,000**

Some towns are without PHN services

What Did We Learn!

- ◆ About the PHNs
- ◆ About the tool and collection process

About the PHNs

- ◆ Education - above national average for BSNs
- ◆ PHNs are aging in place
- ◆ Retirement % remains consistent
- ◆ Salary increased marginally from 2006 to 2010
- ◆ Growth and Development
 - ◆ Scope of Practice
 - ◆ Emergency Preparedness and Response

Tool and Survey Process

- ◆ Data needs to be more timely
 - ◆ Readiness of electronic methods and systems
 - ◆ Website advances
- ◆ Did not capture PHN to population ratio
 - ◆ # PHNs with reduced hours
 - ◆ # Lost PHN positions
 - ◆ Consolidation of functions or communities

Recommendations 2006

- ◆ Lead in Workforce Development
- ◆ Assure Competency and Preparedness
- ◆ Recruit and Retain PHNs

Recommendations 2010

- Maintain local and national alliances
- Utilize technologies
- Increase attendance at
educational, skill building and
networking sessions

Planning for the Future

◆ Utilize Technologies

- ◆ Obtain more timely data survey on-line
- ◆ Develop educational opportunities for building informatics skills and competencies
- ◆ Meet the state's mandated electronic reporting

◆ Contribute Nationally

- ◆ Continue to document services provided
- ◆ Improve ability to define the denominator

Questions or Comments

Massachusetts Association of Public Health Nurses
www.maphn.org



THANK YOU