Public Health Nursing Workforce: Looking toward and planning for the future

American Public Health Association
November 2, 2011
The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

No relationships to disclose
Survey Workgroup

- Debbie Chaulk, MSN, RN, PHCNS-BC
- Dawn Dewkett, DNPC, BSN, RN
- Andy Ellingson, MPH
- Glynnis LaRosa, MPH, RN, CPHQ
- 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

- 2006: 52 years
- 2010: 54 years
- 2008 US RN: 47 years

HRSA 2010 The Registered Nurse Population Survey
Percent of MA PHNs >50 yrs and older

- 2006: 61%
- 2010: 69%
MA PHNs Educational Level

- Bachelor: 45%
- Diploma or associate: 39%
- Master or higher: 16%
MA PHNs with Bachelor Degree or higher

2006: 51%
2010: 61%
RN National: 50%

HRSA 2010 The Registered Nurse Population Survey
22% responded that they speak another language
Expert PHNs

- Past experience
- Years of practice
- Education

Expert PHNs
MA PHN
Average Hourly Rate 2006 / 2010

- 2006: $25.00
- 2010: $28.00
- MA RN 2009: $39.32

Bureau of Labor Statistics
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

- Population-Based
- Case Finding
- Individual-Focused
- Community-Focused
- Systems-Focused
- Outreach
- Screening
- Disease & Health Event Investigation
- Surveillance
- Policy Development & Enforcement
- Social Marketing
- Advocacy
- Community Organizing
- Coalition Building
- Collaboration
- Consultation
- Counseling
- Health Teaching
- Delegated Functions
- Case Management
- Referral & Follow-Up
## Scope of PHN Practice

<table>
<thead>
<tr>
<th>Activity</th>
<th>2010</th>
<th>Increase / Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surveillance, Disease Investigations Outreach, Screening, and Case finding</td>
<td>94%</td>
<td>↑</td>
</tr>
<tr>
<td>Referral and Follow up, Case Management and Delegated Function</td>
<td>91%</td>
<td>↑</td>
</tr>
<tr>
<td>Health Teaching, Counseling and Consultation</td>
<td>89%</td>
<td>⇔</td>
</tr>
<tr>
<td>Collaboration, Coalition Building and Community Organization</td>
<td>81%</td>
<td>↑</td>
</tr>
<tr>
<td>Advocacy, Social Marketing and Policy Development</td>
<td>72%</td>
<td>↑</td>
</tr>
</tbody>
</table>
# Emergency Preparedness and Response

<table>
<thead>
<tr>
<th>Training</th>
<th>2006</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavioral Health Response</td>
<td>16%</td>
<td>56%</td>
</tr>
<tr>
<td>Mass Dispensing Site (EDS)</td>
<td>49%</td>
<td>69%</td>
</tr>
<tr>
<td>Personal Protective Equipment</td>
<td>34%</td>
<td>61%</td>
</tr>
</tbody>
</table>
Emergency Preparedness and Response

<table>
<thead>
<tr>
<th>Training</th>
<th>2006</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incident Command System (ICS)</td>
<td>58%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Training and command system training has increased from 58% in 2006 to 80% in 2010.
## Emergency Preparedness and Response

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Training</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health and Homeland Alert Network (HHAN)</td>
<td>43%</td>
<td>55%</td>
</tr>
<tr>
<td>Risk Communication</td>
<td>45%</td>
<td>59%</td>
</tr>
</tbody>
</table>
## Emergency Preparedness and Response

<table>
<thead>
<tr>
<th>Training</th>
<th>2006</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Emergency Planning Committee (LEPC)</td>
<td>41%</td>
<td>64%</td>
</tr>
<tr>
<td>Drill Participation</td>
<td>36%</td>
<td>69%</td>
</tr>
</tbody>
</table>
http://www.city-data.com/city/Massachusetts.html

Cities & Towns
Population over 6000
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