



MAPHN 2010 Workforce Survey



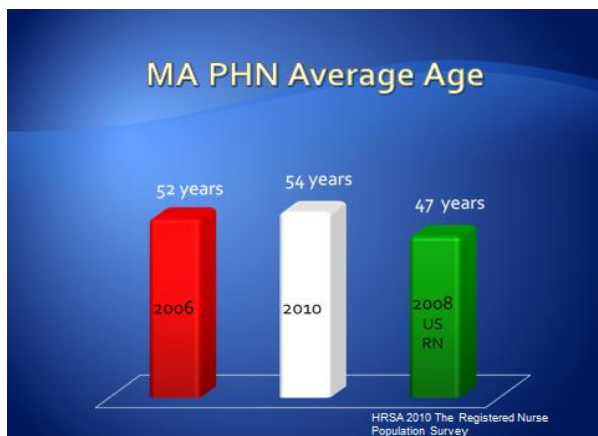
Public Health Nurses (PHNs) are essential to improving the health of their communities. It is critical to identify PHN workforce trends to understand the public health nursing impact on the health of residents of the state. PHNs were surveyed in 2006 to obtain baseline data and a follow-up survey was conducted in 2010. As in 2006, the 2010 survey was distributed statewide to local public health nurses that were MAPHN members. Information on PHNs education, experience, age, scope of practice, populations served, compensation and preparedness was collected. A total of 174 surveys were returned for 183 municipalities representing more than 80% of the state's population. Data from 2010 was analyzed and compared to 2006 survey data.

Alignment of survey questions

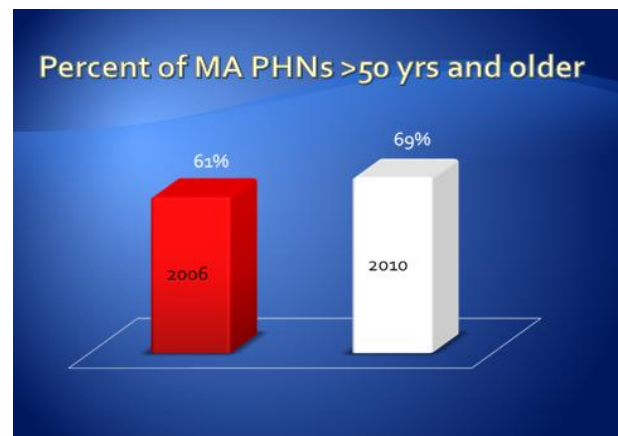


The questions from the 2006 survey were used in the 2010 survey to compare results. Changes were made to the wording of some questions to improve clarity.

PUBLIC HEALTH NURSE PROFILE



The average age of a Massachusetts PHN in 2010 was 54 years of age. This is two years older than the 2006 survey respondents. When compared nationally this is 7 years older than the overall RN workforce in the U.S.

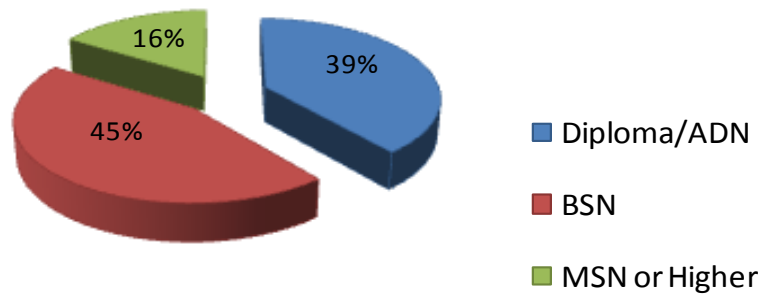


In 2012 69% of all PHNs in Massachusetts were over the age of 50 as compared to 61% in 2006. Of that 69% in 2010 28% were over the age of 60. In 2010 less than 10% of the respondents were under 40 years of age.

Massachusetts PHNs are well educated with the majority having a BSN or higher degree.

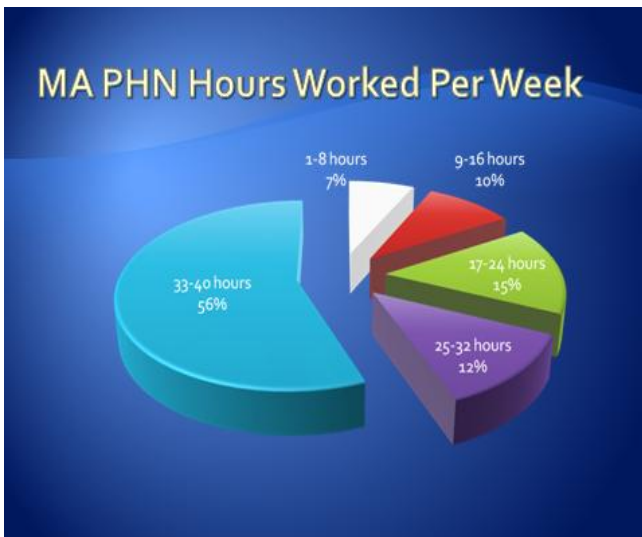
We found a 10% increase in the number of PHNs with a BS or higher from the 2006 survey. Both MAPHN and the Association of Public Health Nurses (APHN) advocate for a BSN degree or higher as the minimum preparation for PHN practice

PHN Educational Level 2010



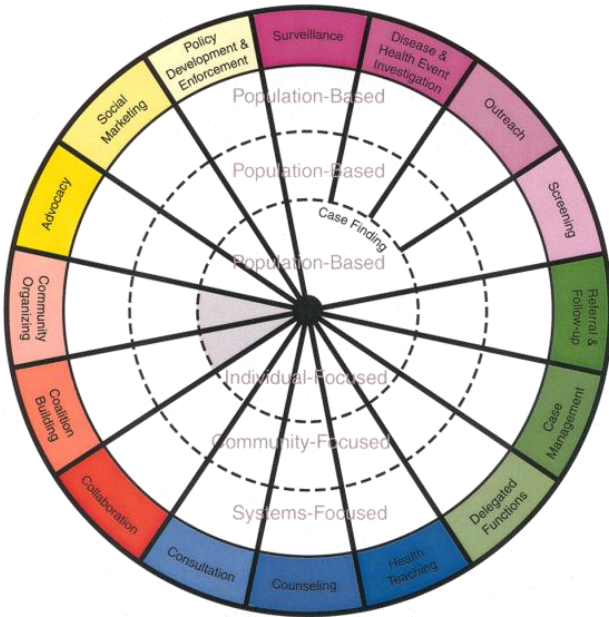
Public Health Nurses bring a wealth of knowledge and experience. The average Massachusetts local PHN has been in nursing for 27 years and has been in public health for 11 years.

PHN EMPLOYMENT 2010



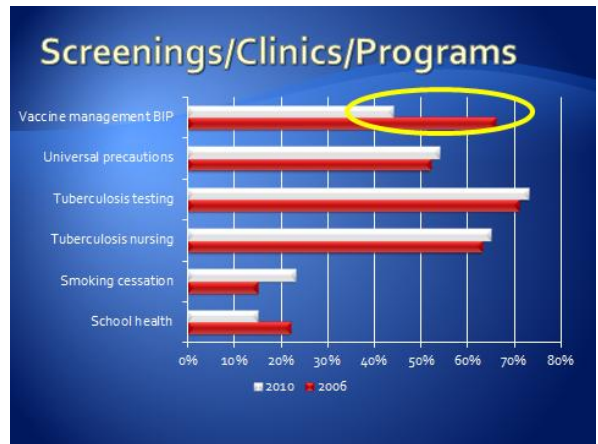
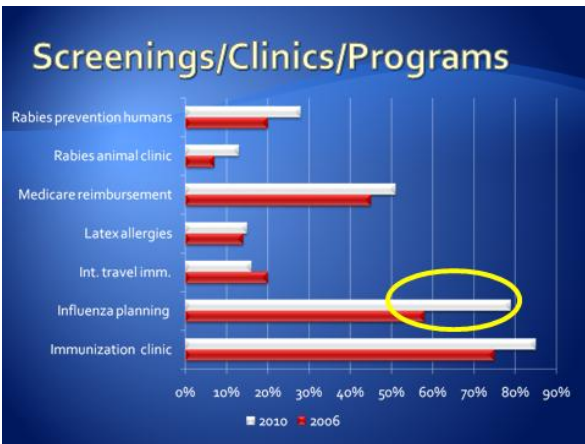
The average hourly salary was \$28. dollars per hour up slightly from the 2006 survey but well below the Massachusetts hourly salary of \$39.32 for Registered Nurses working in other settings. The majority of PHNs work 33-40 hours per week covering one or more cities or towns. This survey was not specific enough to capture employment or hours lost data, which is occurring in Massachusetts as well as nationally.

PUBLIC HEALTH NURSING PRACTICE 2010



PHNs were asked to review the list of interventions based on the Public Health Intervention model and indicate which ones they performed to impact the health of populations in their city or town.

Minnesota Dept. of Health, PHN Section, March 2001



Summary of 2010 MAPHN Local Public Health Nurse Survey Findings

Education - above national average for BSNs

Retirement % remains consistent

Salary increased marginally from 2006 to 2010

PHNs continue to serve a diverse population across the age continuum

Growth and Development improvement

- o Expanded Scope of Practice
- o Increase Emergency Preparedness and Response training, exercise and drill participation, LEPC meeting attendance

Unable to capture PHN to population ratio

- o PHNs with reduced hours
- o Lost PHN positions
- o Consolidation of functions or communities

Recommendations to Advance Public Health Nursing Practice

- o Improve documentation of what PHNs do
- o Better linkages for PHN practice and academia
- o Maintain local and national alliances
- o Contribute to PHN data nationally
- o Continue to monitor national trends

"...making a difference to improve and protect the health of the community."

Visit the MAPHN website at www.maphn.org