

# The Times, They are A-Changing: Implications for Nursing Professionals

## Dialogue for Action

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# Objectives

- Changes in Healthcare
- Nursing impact
- Primary Care impact
- Impact on promotion of Colorectal Cancer Screening

# Healthcare Reform

Are we  
there yet?



# Healthcare

## **Diagnosis – high cost, inconsistent quality**

### Imperatives

- Must decrease costs and defragment healthcare
- Must create value instead of volume
- Must improve quality/outcomes

### **Treatment**

- Patient Protection and Affordable Care Act
  - a changing picture

### **Prognosis**

- Unknown

# Putting the Pieces Together



Picture retrieved 2/20/11 from <http://www.google.com/images?um-1&hl-en&rls-com.microsoft%3Aen-US&biw=1000&bih=1089&tbs=isch%3A1&sa=1&q=puzzle.jpg&aq=f&aqi=&aql=&oq=>

# Simplifying the Puzzle

- Value based purchasing
  - Rewards improved value – quality and efficiency
  - CMS plan - 17 clinical process-of-care measures used in five health categories e.g. acute MI, pneumonia and eight measures from HCAPS
- Accountable care organizations
  - Provider groups - responsible for cost and quality of care delivered to specific population of patients cared for by their clinicians
  - Organizations provide data to be used in assessing performance on cost and quality criteria
- Patient centered care
  - Care that is respectful and responsible to patient's preferences, needs, and values
- Medical homes
  - Primary care - patient has close contact with MD/NP for continuing care
  - Focused on coordination of care
  - Disease management

# Simplifying the Puzzle

- Meaningful use
  - Medicare and Medicaid Electronic Health Record (EHR) Incentive Programs
  - Provide financial incentive for the "meaningful use" of certified EHR technology to achieve health and efficiency goals e.g. reduce errors, clinical decision support, e-prescribing
- Health information exchange
  - Mobilization of healthcare information electronically across organizations within a region, community, or hospital system
- Never events
  - List of inexcusable outcomes compiled by the National Quality Forum
  - Serious, largely preventable
- Transparency
  - Most essential characteristic of a healthcare organization – leader dependent (Leape, 2011)
  - Find out we are not as good as we want to be - then we go about working to get better

# Healthcare Reform

It's about

- Improved coordination
- Better data – clinical analytics – applying business intelligence tools
- Patient engagement
- Measuring quality – can't improve what we can't measure
- Reimbursement based on value
- Transparency, communication & teamwork



# Healthcare Reform

## Impact on Nursing

- 3 million - the nursing profession is the largest segment of the nation's health care workforce.
- Nurses can play a vital role in helping realize the objectives set forth in the 2010 Affordable Care Act.

# The Future of Nursing

- 2008 - The Robert Wood Johnson Foundation (RWJF) and the IOM launched a two-year initiative to respond to the need to assess and transform the nursing profession.
- The IOM appointed the Committee on the RWJF Initiative on the Future of Nursing, at the IOM, with the purpose of producing a report that would make recommendations for the future of nursing.

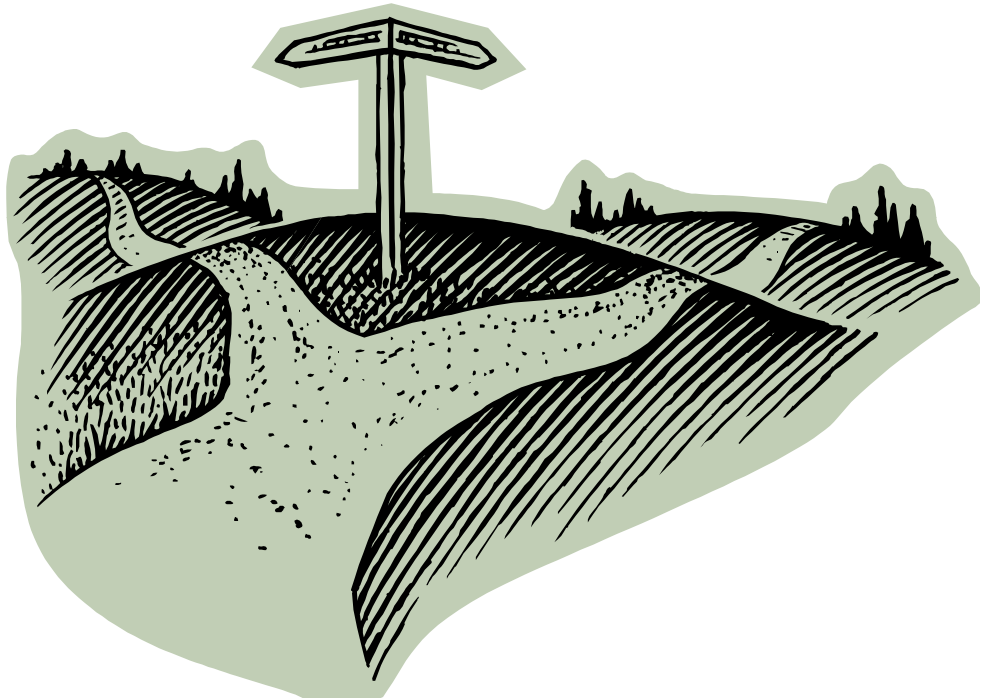
# Key Messages

- The Future of Nursing – Leading Change, Advancing Health -

1. Nurses should practice to the full extent of their education and training.
2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
3. Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
4. Effective workforce planning and policy making require better data collection and information infrastructure.

# The Future of Nursing – Leading Change, Advancing Health

IOM report –focuses on the intersection between the needs of the population and actions the profession of nursing can take to support health care improvements across the country  
(Carlson, 2010).



# National Summit on Advancing Health through Nursing

- DC - 500 invitees
- Kick off the RWJF Initiative on the Future of Nursing Campaign for Action
  - Mobilize participants to implement recommendations
  - Discuss how nursing leaders might take the national plan down to the state and local levels
  - Many states are developing state specific plans for implementing recommendations

# “Overwhelmed with the opportunities available”

Joe McCannon, CMS

To be successful we must create will, tension for change, create new ideas and execute.

## ● **Create Will**

- Understand the difference between raising awareness versus creating change
- Have bold, clear aims
- Shared narrative – we have a story to tell; where are we in the story e.g. chapter 2 of a 10 chapter book?
- Project versus a “shared dream” - A “shared dream” will lead to success

# “Overwhelmed with the opportunities available”

Joe McCannon, CMS

Successful organizations create will, tension for change, create new ideas and execute.

- **Create New Ideas**

- Listen to the field
- Must be a scalable design
- What is the what?
- What is the set of actions we want?
- Must be simple and package-able

# “Overwhelmed with the opportunities available”

Joe McCannon, CMS

Successful organizations create will, tension for change, create new ideas and execute.

- **Execute**

- Work on “easy” and “complex” in parallel
- Develop forms of measurement
- Break rules and test assumptions
- Focus on logistics



# Reform - Primary Care Impact

- Stronger primary care systems lead to better health care outcomes at lower cost
- Will there be enough primary care doctors?
- Increased opportunities for nurses
- Medical Homes
  - Health teams include nurses
- Nurse managed Health Centers
  - Provide primary care or wellness
  - Underserved or vulnerable populations

# Nurses – key to delivery of healthcare

- Increased need for nurses (estimate - 19.5%)
- Holistic framework – nothing new
- Provide safe, efficient patient/family centered coordinate care
- Lead promotion of wellness/preventative care
- Counseling
  - Engage patients/consumers, encourage communication and accountability for care
- Follow up with patients
  - Monitor patient's condition with use of technology
  - Prevent readmissions

# Nurses – key to delivery of healthcare

## Healthcare Reform - effect on Colorectal Cancer Screening

- Increase access to preventative services/recommended screenings
  - Sigmoidoscopy
  - Colonoscopy
- Nurse endoscopy
  - Safe
  - Efficient
  - Cost effective
  - Consumer satisfaction

# Nurse Endoscopists

## Society of Gastroenterology Nurses and Associates (SGNA) Guidelines

- Performing Sigmoidoscopy for Colorectal Cancer Screening
  - Specific competencies
    - Cognitive skills
    - Technical skills
    - Continued competency and quality monitoring
      - Quarterly monitoring of exam by gastroenterologist
      - Documented continuing education and competency

# The Time is NOW

- Nurses are the largest healthcare profession
- Integral to ensuring quality care and financial well being
- Need a culture that is open, supportive, committed to learning, and centered on teamwork – “All it takes is the will” (Lucian Leape MD, 2011).

# Summary

- Change is a constant
- Opportunities galore
- Nurses can have a substantial influence on the quality and financial success of healthcare reform

# We Must Lead the Change

As leaders, our role is to:

- Manage the present.
- Create the future.
- Selectively forget the past.

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