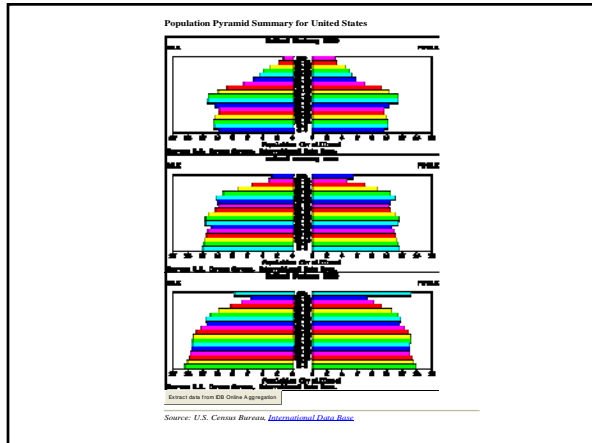
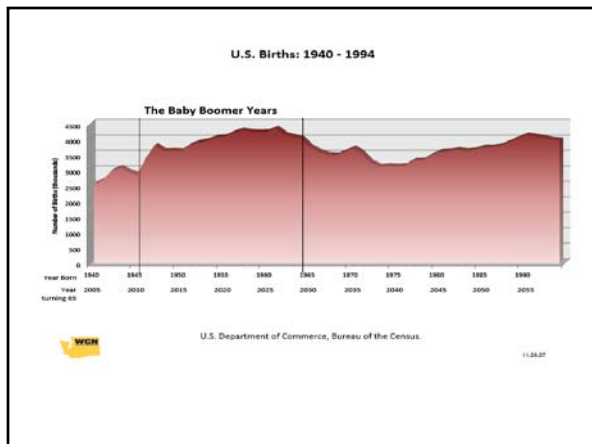
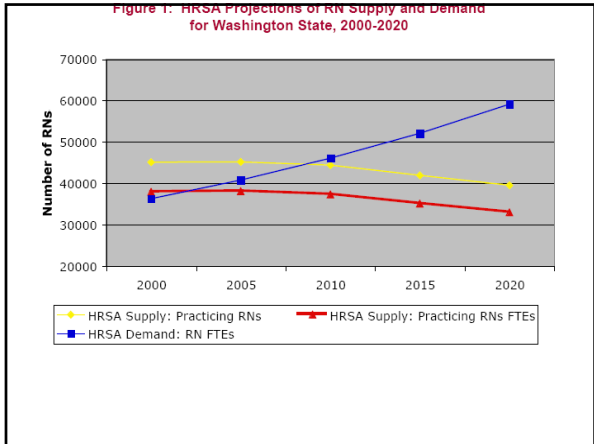


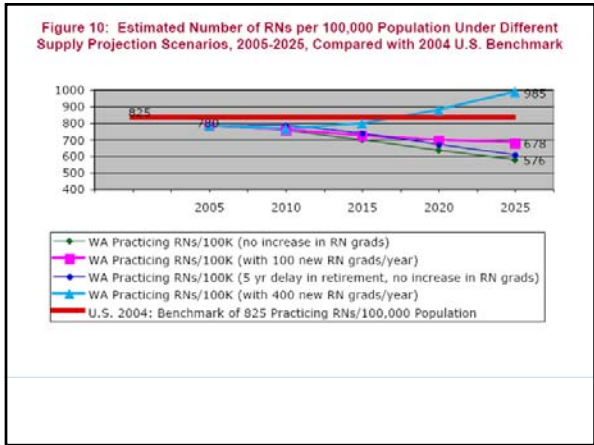
Nursing Workforce Issues

Linda Tieman, RN, MN, FACHE
Kathleen Bartholomew, RN, RC, MN









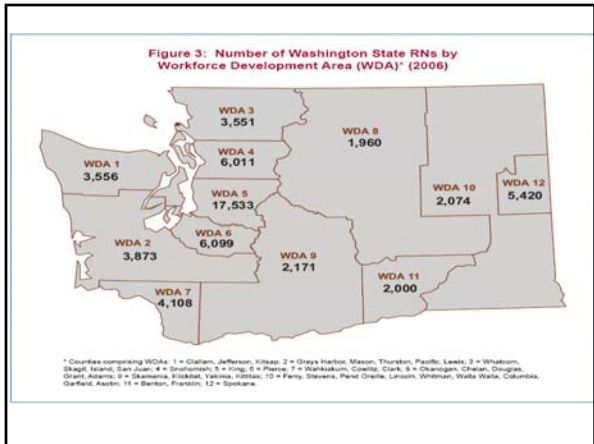
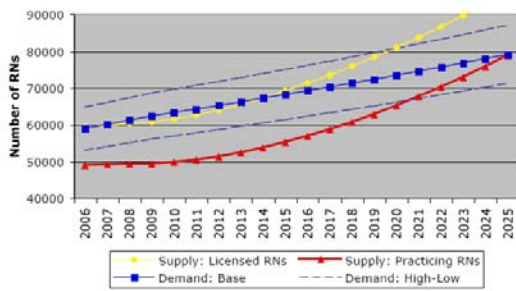


Figure 9: RN Supply-Demand Projections for Washington State, 2006-2025, with Number of RN Graduates Increased by 400 per Year



Have we made any progress?

CHANGES IN NURSING & NURSING-RELATED LICENSEES 2004-2007

	December-04	December-05	December-06	December-07	Dec 04-Dec 07
RN	67193	69518	71946	75379	8186
ADNP	3584	3766	3968	4176	592
LPN	143201	146222	146238	147477	4277
No Ass'ts	56295	59628	62734	66204	9909
No Techs	242	188	338	274	38
Surg Techs	1685	1818	2085	2308	623
Midwives		87	88	88	1

Data indicate that nurses want and will stay for:

- Work that is satisfying and valued
- Effective clinical supervisors
- Collegial MD-RN relationships
- The most effective technology to streamline work
- Systems that a focused around the patient
- Care systems that optimize the education and skills of each level of caregiver
- Making decisions about their work setting

Seriously Aging Workforce

Number of RNs in Washington by Age Category (2006)

Age category	Percent of Licensed RNs
<30	6.9%
30-34	7.4%
35-39	9.1%
40-44	10.9%
45-49	14.6%
50-54	19.6%
55-59	15.5%
60-64	9.2%
65+	6.9%
Total	100.0%

10

What we know...

- Medical workers and healthcare providers are among the highest risk groups for workplace injury.
- Bureau of Labor Statistics 2002 found that 12.6% of nurses required LOA and 9.7% reported on the job injuries
- CDC 384,325 sharps/needlesticks annually

Health care workers are at a high risk for:

- Back and neck strains
- Needlestick injuries
- Natural rubber latex allergies
- Occupational asthma
- Dermatitis
- Chemical exposure
- Chemical sensitivity

Musculoskeletal Injuries

- Lifetime prevalence of back pain in health care workers is > 70%

Major causes: manual lifting
transferring

Psychological Distress

- 38% reported emotional abuse in the last five shifts worked (Canada)
- As much as 20% of emergency room and psychiatric nurses report physical assault
- Studies of verbal abuse and horizontal hostility are well documented in the US

www.silencekills.com

- 84% of MD's have seen coworkers taking shortcuts that could be dangerous to patients
- 88% of MD's say they work with people who show poor clinical judgment
- Fewer than 10% of MD's, RN's and clinical staff directly confront their colleagues about concerns

Role of Technology

Cellular Robots... Your Body, Your Robots



Continued from Left ERIC HOFFMAN

Leisure, the Great New Challenge

The spare time mankind has long yearned for is now at hand. It proves to be a two-edged sword, offering us either boredom or the infinite riches of self-fulfillment.

The Art of Leisure, that ancient and holy side of life, has only just begun to be understood and here-handed attention, is drawing it out. Working

before the automation presents mankind with the most exciting opportunity in all history. But the process is not without problems. Man has always been a working animal.

“What will we do with all this spare time?”

later than it ever from now two percent of our population will be able to produce all the goods and food that the other 98 percent can possibly consume. And economist Marion Clawson estimates that Americans will have the leisure time hours of leisure in the year 2000 than they did in 1950. What will we do with all this spare time?

Dr. Paul Hays, chairman of the American Psychiatric Association's committee for the study of leisure,

competitive progress. The Puritans who settled these shores believed in hard work as mankind's destiny. Our folklore is full of such sayings as "The Devil finds work for the idle hands to do." It is probably inevitable that the opportunity for leisure, which our great industrial accomplishments have opened, will catch on as fast as anybody else is willing to welcome it.

"One trouble with us Americans," an anthropologist has said, "is that we carry our work habits over into

Human Adaptability

Changes that are small and incremental are not noticed

Work Complexity

Multiple goals, unpredictability and constant change

- Disjointed work supply sources
- Missing equipment/supplies
- Repetitive travel
- Multiple interruptions
- Waiting – for system or processes
- Difficulty in accessing resources
- Inconsistent communication
- Breakdown in communication (Ebright)

Nursing Challenges

- Recruitment/ Retention
- Aging Workforce
- Unionized workforce
- Unhealthy work environment
- Burnout and Horizontal Hostility
- Providing safe patient care
- Public Image
- Workplace re-design of processes

Master Plan for Nursing Education in WA

- > 2 years of development work
- 200+ participants in 14 focus groups '07
- 185 participants in Education Summit '07
- 46 volunteers editing Master Plan Q3-4 '07
- MP draft review & comment by many
- WCN Board discussions continuing
- Submission March 2008
