Emerging Population Health Nurse Roles

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Evolution of Nursing Roles in Population Health

Nursing Has a History

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Nursing's Deep Population Health Roots

- Mary Seacole (1805-1881)
- Florence Nightingale (1820-1910
- Harriet Tubman (1822-1913)
- Lillian Wald (1867-1940)
- Loretta Ford (1920 –)

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Population Health in the 20th Century

- Public Health Nurses
- Community Health Nurses
- Visiting Nurses

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The Move Away from Population Health

- Polices that Shifted Care
  - Hill Burton (1946)
  - Medicare/Medicaid (1965)
- Emergence of Medical Care (Business) Organizations
  - New health insurance & payment models
  - Horizontal expansion of hospitals
- Shifted Nursing Workforce
  - More nurses needed to fill each shift every day of the week in acute care
  - Loss of nurses in the community (i.e. primary care, community-based care, public health)
- ***Loss of Nursing Autonomy in the Community***

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Factors Driving a Return to Population Health

- High cost of Healthcare
- Large Inequities Among Segments of the Population
- Poorer Health Outcomes
  - Lowest life expectancy (78.9 years)
  - Highest rate of adults with chronic disease (28%)
  - Highest rate of obesity (40%)
- Unsustainable for the Nation
- Deadly for many individuals & communities

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The Look To Nursing

"Nursing's full participation is critical to reversing the country's "poor health, high cost" trajectory and improving the health of the population."

– Catalysts for Change: Harnessing the Power of Nurses to Build Population Health in the 21st Century

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Nursing's Unique Position

- Largest Healthcare Professions – 3 million strong!
- For the past two decades, voted the most trusted U.S. profession
- Distinct body of knowledge informed by a whole-person approach
- Nurses are everywhere – nearly every clinical site, in schools, homes, and workplaces

The full participation of this extensive group of skilled and trusted professional is critical

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"Nurses have a clear mandate to ensure access to health and health care by providing sensitive, empowering care to those experiencing inequities and working to change underlying social conditions that result in and perpetuate health inequities."

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Nursing's Professional Commitments to Caring for Populations

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Population Health Nurse Roles & Full Scope Practice

"Practicing to the Top of Your License":

Nurses practicing to the full extent of their competencies, knowledge, and skills that they are educated, competent and authorized to perform

- Nursing Education
- State Nurse Practice Act
  - Multi-State Licensure/Nurse Licensure Compact: https://www.ncsbn.org/nurse-licensure-compact.htm
- Standards of Practice
  - Nursing Profession
  - Specialty Practice Area

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Nursing Scope & Standards of Practice

Who: Registered Nurses and Advanced Practice Registered Nurses comprise the "who" constituency and have been educated, titled, and maintain active licensure to practice nursing.

What: Nursing is the protection, promotion, and optimization of health and abilities; prevention of illness and injury; facilitation of healing; alleviation of suffering through the diagnosis and treatment of human response; and advocacy in the care of individuals, families, groups, communities, and populations.

Where: Wherever there is a patient in need of care.

When: Whenever there is a need for nursing knowledge, compassion, and expertise.

Why: The profession exists to achieve the most positive patient outcomes in keeping with nursing's social contract and obligation to society

https://www.nursingworld.org/practice-policy/scope-of-practice/

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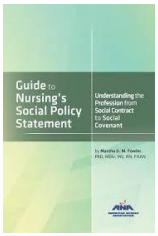
Nursing's Social Policy Statement



- A social contract exists between society and the profession.
- This contract reflects the profession's core values and ethical obligations.
- Nursing's response to this contract is to provide care for all who are in need, regardless of their cultural, social or economic standing.
- Nursing is committed to both the welfare of the sick, injured and ***vulnerable*** in society and to social justice.

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Social Justice

… describes one's ability to have what options that others have, to be able to access the "goods of social life" within the context of institutional or community conditions that are needed to develop and exercise individual capacities.

Social Justice in nursing actively analyzes and concerns itself with who is harmed by and who benefits from inequities, discrimination, environmental exploitation, and oppression.

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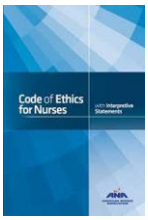
Nursing's Code of Ethics



- A succinct statement of the ethical values, obligations, duties, and professional ideals of nurses individually and collectively.
- It is the profession's non-negotiable ethical standard.
- It is an expression of nursing's own understanding of its commitment to society.

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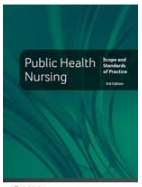
Public Health Nursing: Scope & Standards of Practice

Scope of Practice for Public Health Nursing:



- **Population Health:** Focus on the health needs of an entire population, including the unique needs of sub-populations
- **Levels of Prevention:** Prioritize primary prevention which is promoting health and protecting against health threats
- **Systems-level Thinking:** Consider the systems that impact health, such as organizations, policies, laws & power structures
- **Culturally Congruent Practice:** Be respectful, equitable, & inclusive
- **Social Determinants of Health:** Consider the cultural, environmental, historical, physical, & social factors that influence health
- **Community Collaboration:** Work with communities to improve health
- https://www.nursingworld.org/nurses-books/public-health-nursing-scope-and-standards-of-prac/

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Population Health Competencies for RN Role & Practice Development

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Key Population-focused Nursing Competencies

1. Holism
2. Coordination
3. Collaboration
4. Advocacy

Sources:

Catalysts for Change: Harnessing the Power of Nurses to Build Population Health in the 21st Century (RWJF)

Population Health in Nursing Project (Future of Nursing: Campaign for Action, AARP Foundation, AAPR, RWJF)

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1. Holism

- Wholeness approach to nursing in all positions and locations
- Includes an individual or community's environment and the determinants of health affecting them
- Occurs in a variety of settings
  - i.e. acute, ambulatory, home, community)
- The nurse joins their skills & resources with an individual or population in their environment to form a therapeutic relationship
- Nursing interventions includes:
  - assessing/monitoring
  - Teaching
  - direct care/treatment
  - psychosocial support
  - coordination

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2. Coordination of Care

- Responsible for linking individuals across providers & sites of care
- Assures that health care in all settings is seamlessly connected & coordinated
- Responsibilities may be shared with specialized nurse care coordinators, care/case managers
- Applies Transitional care models in a variety of settings

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3. Collaboration

- Moves beyond coordination
- Requires partnering with others toward a common goal
- Teamwork is important – collaboration across disciplines & community partners
- Essential to achieve optimal results for individuals & population
- Collaboration with a variety of partners:
  - Community
  - Public healthcare
  - Business
  - Educational partners

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4. Advocacy

- Identifying gaps in services & recognizing the cause of poor health for targeted populations
- Effective communication on behalf of populations
- Includes identifying & communicating trends & advocating for solutions
- Advocacy for policies & resources focuses upstream on factors that influence the health of populations

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Implications for Achieving Population-Focused Nursing

- Practice
  - Population Health in Nursing Project (Future of Nursing: Campaign for Action, AARP Foundation, AARP, RWJF)
  - Quad Council Competencies in Public Health Nursing https://www.cphno.org/wp-content/uploads/2020/08/QCC-C-PHN-COMPETENCIES-Approved_2018.05.04_Final-002.pdf
  - Nurse Executive Competencies: Population Health (AONL)
- Education
  - The Essentials: Doman 3. Population Health (AACN)
- Research
- Policy

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Emerging Roles in Population Health & Population Management

- Population Health Nurse Roles
  - Leadership in state & local health departments
  - Other population-focused public health nursing roles including leadership for population health initiatives for health care systems
  - School nursing
  - Data analytics/Infomatics
- Population Management Nurse Roles
  - Chronic Care Management
  - Care Coordination/Management
  - Leading Community Benefit & Population Health Initiatives

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Pioneers Once Again

Taking on New Responsibilities & New Roles

Requires:

- Strong population health knowledge and skills
- Confidence to work
  - Autonomously
  - Collaboratively
  - Innovatively

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"Musts" for Transforming Nursing Practice

- Include population-focused concepts in all nursing roles & specialties
- Foster true collaboration between nursing & other health care professions to coordinate care, reduce fragmentation, promote well-being
- Provide nurses in all practice settings with tools to promote learning & behavior change & connect patients & families to resources
- Access population-focused nurses in schools
- Promote increased data fluency & data-driven decision-making regarding population needs & trends
- Promote interprofessional teams that include nurses as leaders and equal partners to improve efficiency & effectiveness of health care systems & processes

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In Closing

Nurses have always brought health to people where they live, learn, work and play and this makes us uniquely suited to play a significant role in building the best possible health and well-being for all in our nation.

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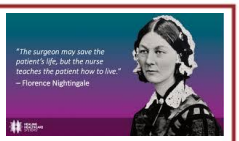
Next Steps



- Watch the posted video
- Review the posted Resources.
- Download any you would like to keep.
- Take the Test Your Knowledge Self-Assessment Quiz
- When you're ready move onto the next topic

- Questions? Let me know:
  - Kelly.kruse@nationalrn.com
  - (608) 437-6035 CST

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